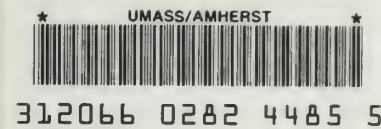
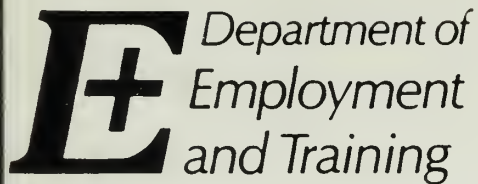


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Commonwealth of Massachusetts



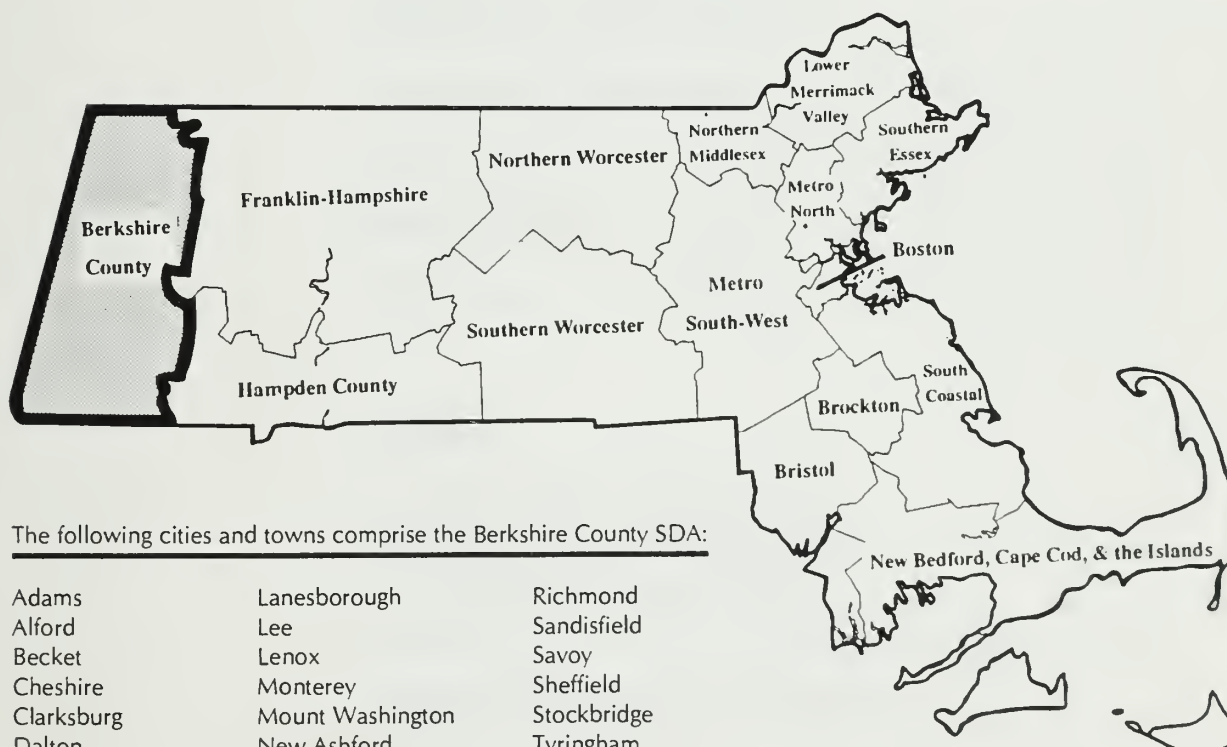
# Massachusetts Service Delivery Area Job Market Reports: **The Berkshire County SDA**

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# Massachusetts Service Delivery Area Job Market Reports: **The Berkshire County SDA**

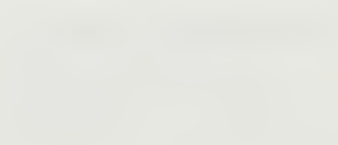
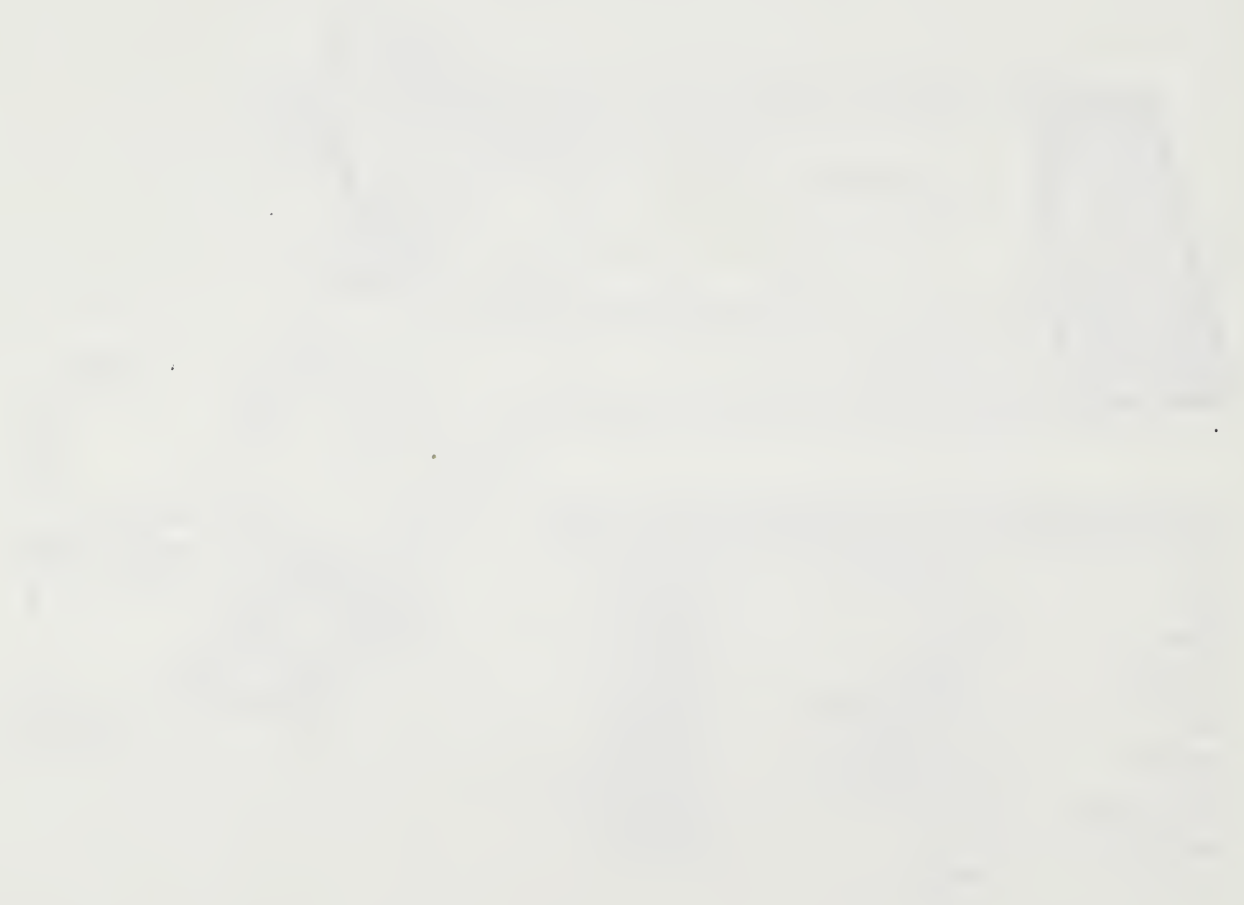


The following cities and towns comprise the Berkshire County SDA:

Adams	Lanesborough	Richmond
Alford	Lee	Sandisfield
Becket	Lenox	Savoy
Cheshire	Monterey	Sheffield
Clarksburg	Mount Washington	Stockbridge
Dalton	New Ashford	Tyringham
Egremont	New Marlborough	Washington
Florida	North Adams	West Stockbridge
Great Barrington	Otis	Williamstown
Hancock	Peru	Windsor
Hinsdale	Pittsfield	



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# Introduction: the SDA Job Market Reports

**T**his report analyzes the economies and job markets of the Commonwealth's 15 Service Delivery Areas between 1984 and 1990. It examines the kind of jobs that local areas generated or lost over the period, the industries that make up the area, the average earnings of workers, the level of unemployment and education in the workforce, and the distribution of jobs by occupation.

This report provides an overview of the emerging economic forces changing the job market. Data on local area population, labor force, employment, unemployment, job growth, wages, and income are included as well as information on how to interpret and use the data.

This report also analyzes the occupational staffing patterns of local economies, publishing for the first time, a detailed occupational employment data base by SDA. Labor leaders, educators, human resource specialists, and Regional Employment Boards can use this data to:

*study the geographical movement of jobs and workers within the state to relate the location and number of workers by occupation to demand.*

*assess and analyze the occupational composition of jobs and skill requirements within areas.*

There are 15 Service Delivery Areas in Massachusetts, each profiled in a separate report. Each report, however, contains an overview of the economic growth in all service delivery areas. Refer to the appendix for a listing of the cities and towns comprising a service delivery area.

Service Delivery Areas were established under the provisions of the 1983 federal Job Training Partnership Act, to tailor the Commonwealth's employment and training programs to the needs of citizens in local areas. Some service delivery areas consist of a single county; others are comprised of two or more counties. The Boston Service Delivery Area is the only single-city SDA, while others cross county lines.

*plan and design education and training programs*

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# How to Interpret the Job Market and Use the Reports

This report is divided into two sections. Section I summarizes the changes in population, employment and unemployment in all 15 Service Delivery Areas, highlighting the geographic concentration of jobs by industry and occupation. Section II profiles the respective service delivery area and presents a detailed series of tables on the area's occupations and industries.

Table A in Section II lists the number of jobs by occupation and provides the percent distribution of the jobs within the area, highlighting the diverse occupational structure of the SDA. Occupations are grouped by skill level to allow comparisons of similar or related occupations.

Table B in Section II lists the industries where jobs are found in major occupations. Finally, Table C presents the number and type of jobs found in major industries in the local economy. Industries are defined in terms of the Standard Industrial Classification (SIC) system. A detailed description of the SIC, including industry definitions is contained in

the *Standard Industrial Classification Manual, 1972* and the *1977 Supplement*.

## How to Use the Data

The following sections briefly outline how to interpret and use the data.

### Population

Population trends provide a measure of an area's economic stability. If an area has high unemployment and is losing its economic base, a decline in employment usually results in an eventual decrease in population and income. The opposite is generally true in areas with fast growing economies. The more jobs an area generates, the more people move into the area to seek employment. Population growth, however, can occur independently of employment in certain areas, particularly if the region is a retirement community.

Population changes from natural increases, the difference in the number of births and deaths, and migration, are identified in Table I.

The 1980 and 1988 population estimates are from the Bureau of the Census. Natural increases are derived from the Massachusetts Department of Public Health's estimates of births and deaths. Net migration estimates are derived by subtracting the total net change in population from the natural increase.

### Labor Force

The size and characteristics of the labor force determine the number and type of people competing for jobs. Changes in educational requirements, the size of the labor force, and the age structure affect employment opportunities.

Table I lists the total number of persons in the labor force, i.e., those that are either employed or unemployed. This count is residentially-based and includes self-employed and unpaid family workers in addition to wage and salary workers.

### Growth vs. Number of Jobs

When assessing an area's economic viability, it is important to distinguish between an area's rate of job creation and the number of jobs generated. Even though an area has a fast rate of job growth it may generate fewer numbers of jobs than slow growing areas. For example, the Brockton Service Delivery Area had the second fastest job growth rate, but generated only 4.7 percent of the Commonwealth's jobs. Many of these jobs were low paying and decreased the area's percentage share of total state wages. By comparison, the city of Boston was the slowest growing area, with job growth averaging 0.7 percent per year. Nevertheless, because of its size it generated 7.6 percent of the state's jobs.

The industry employment data shown in Table 2 is compiled through the Department of Employment and

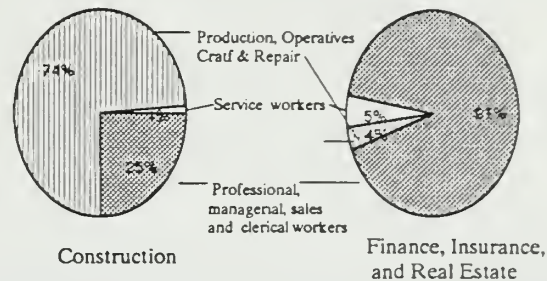
Training's Employment and Wage program. Employment in this context is the count of all persons on the payroll of establishments subject to the Massachusetts Employment Security Law. Employment data were not adjusted to account for such factors as noneconomic coding changes, Standard Industrial Classification code changes, or changes in the multi-location employer reporting. However, since the data are confined to SDAs and large industries and sectors, comparisons of broad economic trends can be made.

### Distribution of Jobs by Industry and Occupation

The number of jobs in an SDA depends in large part on the demand for goods and services produced by the area's industries. The growth or decline of an industry, however, has varying effects on individual occupations because industries employ different types of workers. Growth of manufacturing industries, for example, would tend to increase the employment of engineers, technicians and machine operators. In contrast, growth in the finance, insurance, and real estate industries would likely increase the employment of economists, financial analysts and sales and clerical workers.

The distribution of jobs by occupation in Tables 3, A, B and C is based on 1987 data collected by the Occupational Employment Statistics (OES) program, a Federal-State cooperative program. The OES data show how different industries, and different firms in the same industry employ workers in various skills. Over time the data can provide insights into how jobs are affected by technical advances, foreign competition, and shifts in the demand for goods and services.

**Chart 1: Industries Differ Substantially In the Kind of Workers They Employ**  
Percent Distribution of Wage & Salary Workers, 1987



Occupational staffing patterns are based on 1987 data. Over the short-term, occupational staffing patterns are not significantly affected by changes in the job market. Over the long-term, however, staffing patterns are affected by changes in technology and the number of new workers.

Occupational staffing pattern data were obtained for all industries, except for workers employed in agriculture, private households and the federal government. The industries covered in these tables thus account for 97 percent of all wage and salary workers.

### Average Annual Wages

Average wage data give a comparative measure of how well jobs pay in specific areas and industries. The data, compiled through the Employment and Wage program, approximates an average annual wage by area and industry. It is computed by dividing total wages by the total number of workers employed.

Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year, or may work for more than one employer. Annual pay is also affected by the ratio of full-time to part-time workers as well as the number of individuals in

high paying and low paying occupations. Industries characterized by high numbers of part-time workers, such as retail trade, show wage levels appreciably below other industries. The opposite effect characterizes industries with low percentages of part-time workers, or industries which typically have heavy overtime work. Average annual wage data may also be influenced by work stoppages, bonus and retroactive pay, and seasonal factors.

Average wages are computed by place of work. Therefore, the earnings of commuters who reside in one area and work in another, are counted in the area of employment.

### Per Capita Income

Per capita income data give a comparative measure of the income of people living in the area versus wage data which reflect earnings of workers who are employed in the area but do not live there. It is computed by dividing total personal income, the sum of earned income from all sources, by the population. Total personal income includes wages and salaries, interest, dividends, and rents, social security etc. Data on per capita income is provided for counties only. It is included to give a more comprehensive picture of an area's economic well-being.



# Overview:

## Job Trends in the SDAs

The Massachusetts economy performed well between 1984 and 1988. Job growth averaged 2.4 percent per year and average annual wages rose 31.1 percent to \$24,150. (In terms of 1982-84 constant dollars wages rose 15.2 percent.) Unemployment stood at 3.3 percent, a level so low that some economists believed Massachusetts had reached full employment. In 1989 Massachusetts employment growth leveled off. Unemployment inched up to 4.0 percent, but it still ranked Massachu-

setts with one of the lowest jobless rates of the 11 large states. In 1990, however, the industries that generated the bulk of the jobs--construction, services, retail trade, finance, insurance and real estate--declined. Unemployment was up 50 percent from 1989, averaging 189,000 workers or 6.0 percent. Massachusetts' unemployment rate is now higher than the nation's, averaging 9.2 percent (287,000 unemployed workers) during first quarter 1991.

Much of the employment in Massachusetts is concentrated in relatively few metropolitan areas. During the eighties, however, the state's job growth was diversified, as the city of Boston recorded the slowest growth rate of the 15 SDA's. But what areas generated the most jobs between 1984 and 1989? What areas had fast growing economies, low levels of unemployment, and high wages? What areas lost the most manufacturing jobs during the period? Which recorded the highest rates of unemployment in 1990? The following tables show the trends that highlight the answers to these questions.

### Population Growth

Table 1 identifies the SDAs that increased or decreased in population over the decade. It highlights the factors underlying population changes--the natural increase, or the net difference between the number of births and deaths that occurred

**Table 1: Changes in Population, Employment, and Unemployment by Service Delivery Area**  
(Data based on residential counts)

	Berkshire County	Franklin Hampshire	Hampden County	Northern Worcester	Southern Worcester	Northern Middlesex	Lower Merrimack	Southern Essex
1980 Population <sup>(1)</sup>	145,110	216,696	443,018	208,324	454,116	226,991	260,893	372,795
1988 Population <sup>(1)</sup>	138,720	224,420	449,950	225,650	471,300	244,320	279,100	375,180
Natural Increase <sup>(2)</sup>	2,014	6,631	17,123	13,861	18,521	16,186	14,825	11,202
Net Migration <sup>(3)</sup>	(8,404)	1,093	(10,191)	3,465	(1,337)	1,143	3,382	(8,817)
Total Net Change	(6,690)	7,724	6,932	17,326	17,183	17,329	18,207	2,385
<b>1988</b>								
Civilian Workforce	72,490	119,780	216,530	108,550	245,820	142,600	137,570	216,270
Employed	69,330	116,120	209,170	104,800	237,880	137,780	132,040	208,960
Unemployed	3,170	3,670	7,370	3,750	7,940	4,820	5,540	7,310
Unemployment Rate	4.4	3.1	3.4	3.5	3.2	3.4	4.0	3.4
<b>1989</b>								
Civilian Workforce	73,250	121,250	217,710	108,280	247,670	143,600	138,880	220,170
Employed	70,040	116,730	208,650	103,270	237,390	137,170	131,620	211,910
Unemployed	3,210	4,520	9,070	5,020	10,280	6,430	7,260	8,260
Unemployment Rate	4.4	3.7	4.2	4.6	4.2	4.5	5.2	3.8
<b>1990</b>								
Civilian Workforce	74,040	123,530	218,520	107,020	245,550	139,780	136,640	220,380
Employed	69,450	116,940	205,410	99,090	229,430	130,300	126,380	208,360
Unemployed	4,590	6,590	13,120	7,940	16,120	9,480	10,250	12,020
Unemployment Rate	6.2	5.3	6.0	7.4	6.6	6.8	7.5	5.5

(1) Estimates from the Bureau of the Census

(2) Derived from Mass. Dept. of Public Health's estimates of births & deaths

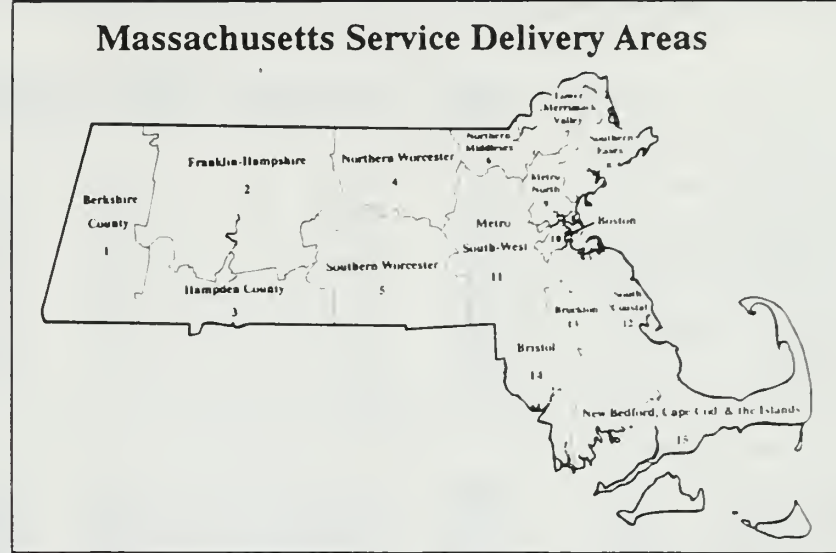
(3) Derived by subtracting total net change from natural increase

between 1980 and 1988; and the net migration, the number of residents that moved in or out of the area.

### Statewide Population Growth

Most of the population growth in Massachusetts from 1980 to 1988 has been entirely driven by natural increases as opposed to increases in the number of people moving into the state. From 1970 to 1980 Massachusetts' population expanded less than one percent; from 1980 to 1989, it grew 3 percent, slightly faster than the last 10 years. This growth, however, is still well below the 8.7 percent national average. Several factors explain Massachusetts' slow population growth.

While births have declined throughout the nation, the decline is more pronounced in Massachusetts. From 1960 to 1985, live births in Massachusetts declined 27 percent while nationally, live births declined 12 percent.



Migration out of Massachusetts has been substantial. From 1970 to 1980, 263,000 people left the state. Although the economy improved in the 1980s, Massachusetts still had a net out-migration of 66,800 people between 1980 and 1988.

### Population Growth by SDA

Population changes among the SDAs varied. Population increased in 13 SDAs and declined in two. All SDAs had natural population increases, but only 5 SDAs—New Bedford, Cape Cod and the Islands, Northern Worcester,

Metro North	City of Boston	Metro South/West	South Coastal	Brockton	Bristol	New Bedford Cape & Islands	State of Massachusetts
725,993	562,994	797,325	453,042	212,705	304,053	353,041	5,737,096
705,680	577,830	808,700	467,410	216,640	311,600	393,200	5,889,700
15,891	26,362	28,788	15,854	13,766	13,217	5,213	219,454
(36,204)	(11,526)	(17,413)	(1,486)	(9,831)	(5,670)	34,946	(66,794)
(20,313)	14,836	11,375	14,368	3,935	7,547	40,159	152,603
396,940	302,660	464,570	248,250	115,820	159,210	207,470	3,155,000
385,960	292,340	454,110	240,640	111,570	152,370	198,270	3,052,000
10,980	10,330	10,470	7,610	4,250	6,830	9,200	103,000
2.8	3.4	2.3	3.1	3.7	4.3	4.4	3.3
399,080	304,160	466,910	250,080	117,250	162,310	209,190	3,180,000
385,830	292,240	454,010	240,570	111,810	153,590	198,130	3,053,000
13,250	11,920	12,900	9,500	5,440	8,720	11,070	127,000
3.3	3.9	2.8	3.8	4.6	5.4	5.3	4.0
397,070	302,530	462,940	250,000	116,820	162,050	209,250	3,166,000
377,300	285,790	443,990	235,230	108,550	148,350	192,340	2,977,000
19,780	16,740	18,960	14,780	8,270	13,700	16,900	189,000
5.0	5.5	4.1	5.9	7.1	8.5	8.1	6.0

**Table 2: Job Growth in Service Delivery Areas by Sector, 1984-1989** (Data based on Number of Jobs in Area)

	Berkshire County	Franklin Hampshire	Hampden County	Northern Worcester	Southern Worcester	Northern Middlesex	Lower Merrimack	Southern Essex
<b>Avg Annual Percent Change</b>								
Total, all Industries .....	1.7	2.8	1.9	1.7	3.0	1.8	1.8	1.4
Construction .....	13.0	10.8	8.5	7.8	7.1	5.1	5.3	5.7
Manufacturing .....	-3.1	-2.3	-2.8	-3.3	-1.0	-2.6	-2.1	-3.6
Communications/Utilities .....	3.9	2.6	4.2	2.7	3.8	8.2	2.2	4.7
Wholesale Trade .....	-4.3	8.8	1.7	9.6	5.5	8.8	2.7	3.8
Retail Trade .....	2.7	4.5	3.0	3.3	3.6	2.1	2.7	1.1
Banks, Ins. & Real Estate .....	0.3	8.7	3.2	5.1	6.0	5.6	3.5	5.2
Services .....	4.5	4.5	4.0	5.6	5.3	6.9	5.6	4.8
Government .....	1.8	1.0	2.2	2.2	2.2	2.0	3.5	2.2
<b>Net Change, 1984-1989</b>								
Total, all Industries .....	5,000	10,380	18,070	6,510	30,680	8,420	9,980	11,100
Construction .....	1,770	1,420	2,530	1,030	2,430	840	940	1,520
Manufacturing .....	(2,480)	(1,670)	(6,550)	(4,130)	(2,650)	(4,850)	(4,750)	(6,700)
Communications/Utilities .....	320	300	1,640	330	1,630	1,280	420	1,010
Wholesale Trade .....	(450)	850	740	1,190	3,330	1,450	710	1,370
Retail Trade .....	1,690	3,300	5,710	2,190	6,880	1,770	2,330	2,170
Banks, Ins. & Real Estate .....	20	990	2,060	560	3,470	770	790	1,620
Services .....	3,550	4,150	8,590	3,810	12,560	5,750	6,750	8,150
Government .....	530	820	3,100	1,300	2,520	1,120	2,470	2,050
<b>Percent Change, 1984-1989</b>								
Total, all Industries .....	8.6	14.6	9.7	9.0	16.0	9.0	8.8	7.5
Construction .....	81.6	62.7	46.9	37.0	34.8	24.4	25.9	30.2
Manufacturing .....	-14.7	-11.0	-13.3	-15.4	-5.0	-12.4	-10.6	-17.0
Communications/Utilities .....	20.4	13.8	22.6	13.2	20.2	40.5	10.0	25.5
Wholesale Trade .....	-22.4	51.0	7.7	56.7	30.2	50.8	14.1	20.7
Retail Trade .....	13.8	24.3	16.1	17.6	19.4	10.9	14.1	5.7
Banks, Ins. & Real Estate .....	1.0	47.8	16.9	27.3	32.7	28.0	18.5	28.7
Services .....	24.2	24.3	21.6	30.8	29.3	39.1	31.1	26.3
Government .....	9.4	5.0	11.7	11.6	11.2	10.5	18.6	11.6

Lower Merrimack Valley, Northern Middlesex, and Franklin-Hampshire--had net in-migration.

Table 1 shows that New Bedford, Cape Cod and the Islands gained the most population over the decade, while Metro North and Berkshire County lost population. There are a number of reasons for population changes. One is that people move out of areas with weak job markets to where the jobs are. In Berkshire County and Metro North, job growth underperformed that of the state. But in New Bedford, Cape Cod and the Islands population growth primarily resulted from 34,946 people moving into the area. The area's economic boom, quality of life, and lower cost of living attracted them

to seek employment or retire. The characteristics of this SDA therefore make economic analysis of the employment growth to population growth relationship more difficult.

#### **A Note on Population Counts**

At the time of this writing, 1990 Census data were not available. Some preliminary figures have since become available, showing a faster rate of growth between 1988 and 1990. Differences in the statewide rate of growth from 1980-1988 and 1980-1990, appear to be less than two tenths of a percentage point on an annualized basis. On an SDA basis, differences in the rate of change between the two figures appear to be most significant for only Bristol, Franklin-Hampshire, Metro North,

and Southern Worcester. However, population counts for 1990 are preliminary and are subject to possible correction for undercounts or overcounts. The U.S. Department of Commerce is considering whether to correct these counts and will publish corrected ones if any, no later than July 15, 1991.

#### **Labor Force and Employment**

Table 1 also identifies the areas with the largest labor force and the most employment in 1988, 1989, and 1990. Some significant differences exist in the concept of employment. Because interurban commuting outside of many service delivery areas is common, residential and business growth often diverge. The data in table 1 are



Metro North	City of Boston	Metro South-West	South Coastal	Brockton	Bristol	New Bedford Cape & Islands	State of Massachusetts
1.3	0.7	2.0	3.3	3.0	2.1	2.3	1.8
5.7	3.1	5.2	8.1	6.6	11.8	6.4	6.1
-3.6	-7.0	-2.1	-5.4	-3.6	-3.1	-4.8	-3.6
4.7	-2.3	1.5	5.8	3.0	2.4	2.0	1.0
3.9	-4.7	6.4	4.8	10.2	8.5	7.0	3.9
1.1	-1.5	1.8	2.2	4.8	5.0	3.0	2.1
5.2	1.4	4.4	10.9	6.0	4.6	4.4	4.1
4.8	3.0	5.0	6.7	5.1	4.7	5.7	4.4
1.0	2.7	1.0	1.0	0.8	3.8	2.5	2.0
22,560	19,680	46,060	27,780	12,180	13,230	17,200	258,190
3,110	1,670	3,980	3,630	1,150	2,280	1,990	30,430
(26,530)	(14,220)	(14,230)	(6,860)	(2,610)	(7,060)	(6,450)	(112,440)
(1,120)	(4,140)	1,030	1,760	670	420	660	5,680
8,920	(5,630)	10,770	2,120	2,390	2,600	1,540	31,580
4,980	(4,610)	7,030	4,950	4,660	6,270	5,970	55,930
6,950	5,110	4,680	7,960	960	1,110	1,310	38,730
24,380	29,040	29,960	12,490	4,190	4,880	9,310	167,370
1,540	12,370	2,460	900	490	2,580	2,410	36,540
6.5	3.7	10.2	17.7	16.1	11.1	12.1	9.2
23.8	15.6	25.7	43.7	35.2	67.0	31.6	31.6
-32.6	30.4	-10.3	-24.6	-17.0	-14.8	-21.8	-16.7
8.4	-11.1	7.1	31.5	14.8	12.2	10.0	4.8
40.9	-21.8	35.7	26.4	60.6	48.2	39.8	21.0
8.2	-7.3	9.1	11.5	26.5	27.1	15.8	11.1
57.7	6.9	23.8	65.8	33.7	25.0	23.2	22.1
21.3	15.6	27.7	38.2	28.3	26.0	32.0	23.7
5.3	14.2	5.2	4.9	3.8	20.2	12.9	10.4

residentially based, so heavily populated areas usually have the largest labor force and employment. The data in tables 2, 3, and 4 are employer based. These tables represent employment changes in business establishments within an area.

Massachusetts' civilian labor force grew by 10.9 percent or by 313,000 between 1980 and 1989. Women accounted for 80.2 percent of the increase. Hurt by slow population growth, Massachusetts' labor force growth lagged behind the 15.8 percent national average growth rate recorded for the same period. In 1990, however, the Massachusetts labor force declined marginally to 3,166,000, a loss of 14,000 workers from 1989.

Over half of Massachusetts' labor force resided in 5 SDAs and more than a third lived in just three of these SDAs—Metro South-West, Metro North, and the City of Boston.

Metro South-West, the area bounded by Route 128 and Interstate 495, has the largest and most educated labor force in the state. In 1990 it accounted for approximately 15 percent of the state's labor force and employment. Metro North and the City of Boston, the second and third largest SDAs in terms of population and employment, accounted for 12.6 and 9.6 percent of Massachusetts employment, respectively.

South Coastal and Southern Worcester, the fourth and fifth largest SDAs,

each accounted for about 8 percent of Massachusetts' employment. Berkshire County, the state's smallest SDA in terms of population, labor force, and employment had only 2.3 percent of the state's employment.

### Unemployment

Table I also shows the distribution of unemployment and the jobless rates among the 15 SDAs. Bristol, New Bedford, Cape Cod and the Islands, and Lower Merrimack Valley, areas with nondiversified economies, had among the highest rates of unemployment in the state in 1988, 1989, and 1990. In 1990, Bristol's and New Bedford, Cape Cod and the Island's jobless rate topped 8.0 percent. Despite problems in its high technology industries, Metro South-

**Table 3: Distribution of Jobs in Service Delivery Areas by Industry & Occupation**

	Berkshire County	Franklin Hampshire	Hampden County	Northern Worcester	Southern Worcester	Northern Middlesex	Lower Merrimack	Southern Essex
<b>Industrial Distribution</b>								
Total Jobs .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction .....	5.9	4.5	3.9	4.8	4.2	4.2	3.7	4.1
Manufacturing .....	22.9	16.6	20.8	29.0	22.8	33.8	32.4	20.4
Communications/Utilities .....	3.0	3.0	4.4	3.5	4.4	4.4	3.7	3.1
Wholesale Trade .....	2.5	3.1	5.0	4.2	6.5	4.2	4.7	5.0
Retail Trade .....	22.2	20.7	20.2	18.5	19.0	17.7	15.3	25.2
Banks, Ins. & Real Estate .....	4.0	3.8	7.0	3.3	6.3	3.4	4.1	4.5
Services .....	28.9	26.0	23.6	20.4	24.9	20.1	23.0	24.5
Government .....	9.9	21.2	14.5	15.9	11.3	11.5	12.7	12.3
<b>Occupational Distribution</b>								
Total, all Occupations .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managerial & Executive .....	8.8	8.7	7.7	8.6	8.6	9.0	8.0	8.6
Prof. & Technical .....	19.9	21.8	16.7	14.8	18.9	23.3	20.7	16.6
Marketing & Sales .....	12.0	10.6	13.7	11.5	12.6	13.1	9.8	14.0
Clerical & Administrative .....	14.8	15.2	17.3	15.3	18.0	16.8	16.6	16.6
Service .....	16.9	17.9	15.6	13.3	15.0	12.4	13.9	17.5
Prod, Const Wkrs/Operators .....	27.7	25.8	29.0	36.5	26.9	25.4	30.9	26.8

West continues to have the lowest unemployment rate in Massachusetts, helped along by a low population growth rate, about half that of the state.

### Job Growth

Table 2 details the economic growth within each SDA over the 1984-1989 period. It identifies the average yearly change in industry employment levels among the SDAs, the number of jobs generated or lost by each industry over the 5 year period, and the percent change in industry employment levels between 1984 and 1989.

It is important to note that annual 1990 SDA job data are not available at the time of this writing. However, statewide job losses for 1990 totalled 125,700, the highest ever recorded. This downward trend is expected to continue well into 1991.

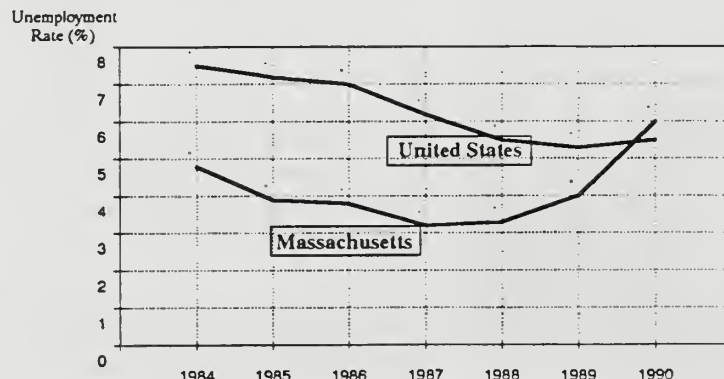
Metro South-West generated over 46,000 jobs, the most of any SDA between 1984 and 1989. South-

ern Worcester generated 30,680 jobs, the second largest number. This is significant because Southern Worcester is only one-half the size of Metro South-West, in terms of total number of jobs. South Coastal, benefiting from the expansion of office employment and its proximity to Boston, generated 22,560 jobs, the third largest number of jobs and the fastest rate of growth at 17.7 percent. In total, these three SDAs accounted for over 38 percent of the

Commonwealth's jobs between 1984 and 1989. Boston, the state's capital and largest SDA, generated 19,675 jobs, less than half the number Metro South-West created. Job growth averaged 0.7 percent per year in Boston, the lowest of Massachusetts' SDAs.

Service industries generated the bulk of the SDAs' jobs over the period. Only in Brockton and Bristol, areas

**Chart 2: Unemployment rates decreased between 1984 and 1987 in Massachusetts, while they continued to fall in the US until 1989.**





Metro North	City of Boston	Metro South-West	South Coastal	Brockton	Bristol	New Bedford Cape & Islands	State of Massachusetts
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
4.4	2.2	3.9	6.4	5.0	4.3	5.2	4.2
14.9	5.9	24.7	11.3	14.4	30.6	14.6	18.3
3.3	6.0	3.1	4.0	5.9	2.9	4.6	4.1
8.3	3.7	8.2	5.5	7.2	6.0	3.4	6.0
17.8	10.7	16.8	26.0	25.3	22.1	27.6	18.4
5.1	14.4	4.9	10.8	4.3	4.2	4.4	7.0
37.5	39.0	27.7	24.4	21.6	17.8	24.2	28.6
8.2	18.0	9.9	10.3	15.4	11.5	13.3	12.8
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
9.4	9.6	9.2	9.0	7.9	7.5	8.8	8.4
21.4	25.9	23.0	16.3	16.1	14.4	15.3	22.2
12.6	9.6	12.7	15.4	13.6	12.6	13.6	11.7
19.9	24.3	18.1	20.0	18.9	15.9	15.7	18.7
14.3	16.9	14.2	16.1	15.4	14.6	19.5	16.0
22.4	13.7	22.8	23.2	28.2	35.5	27.1	23.0

with high concentrations of retail trade industries, did the retail trade sector generate more jobs than service industries.

The mix of service industries within each SDA varies. Boston, Metro South-West, and Metro North have the highest concentrations of high technology service industries in the Commonwealth. In these 3 SDAs, annual service industry wages approximated \$27,000, significantly higher than other SDA's (see table 4). For example, Bristol, Northern Worcester, and Franklin-Hampshire, with smaller concentrations of business service industries, have average annual service industry wages that are only 66 percent of Boston, Metro South-West and Metro North.

The plight of the state's manufacturing sector is also very visible in table 2. Manufacturing employment declined in every SDA over the 1984-1989 period. However, the biggest losses of manufacturing jobs have been in Metro North which lost 26,530 jobs; Metro South-West which

lost 14,230 jobs; and the City of Boston which lost 14,220 jobs.

### Job Distribution by Industry and Occupation

Table 3 shows the distribution of jobs by industry sector and occupational group in the state's 15 SDAs. These tables highlight the geographic differences in the structure of each local area's economy and job market. In the city of Boston, for example, fewer than 6 percent of the jobs are in manufacturing industries. In contrast, almost a quarter of the jobs in Metro South-West and over a third of the jobs in Northern Middlesex are in manufacturing.

The mix of industries and the structure of an area's economy directly influences the number and types of jobs found within the SDA. The distribution of jobs in major occupational categories in table 3 illustrates this point. In Berkshire County, for example, approximately 23 percent of the workforce is employed in manufacturing industries, compared to 18

percent statewide. Because an above average number of manufacturing jobs are concentrated in Berkshire County, a greater percentage of the workforce has jobs in production, construction and operating occupations than statewide (28% vs 23%). Similarly, because Berkshire County is not a major banking and insurance center, approximately 15 percent of the SDA's workers have office jobs in clerical occupations, compared to 19 percent statewide.

The distribution of jobs by occupation is based on 1987 data, collected from the Occupational Employment Statistics Survey. Changes in industry structure since 1987 do not significantly affect an area's occupational staffing patterns. Over the long term, however, occupational staffing patterns do change with the advances of technology and supply of new workers.

When reviewing the data in table 3 and tables A, B and C of this report it is important to remember that labor markets for a particular occu-

**Table 4: 1989 Average Annual Wages by SDA and Industry**

	Berkshire County	Franklin Hampshire	Hampden County	Northern Worcester	Southern Worcester	Northern Middlesex	Lower Merrimack	Southern Essex
Total, all Industries .....	\$21,736	\$20,253	\$21,683	\$21,486	\$23,002	\$26,241	\$24,017	\$22,964
Construction .....	25,773	24,628	28,663	25,645	27,444	27,341	28,270	27,525
Manufacturing .....	31,263	25,813	27,554	27,630	30,368	35,339	29,746	33,533
Communications/Utilities .....	22,544	25,654	26,317	21,110	28,219	22,459	29,672	25,602
Wholesale Trade .....	27,853	23,947	26,759	26,563	27,727	31,911	32,433	31,899
Retail Trade .....	12,158	11,282	12,045	12,015	12,432	13,433	12,554	12,916
Banks, Ins. & Real Estate .....	25,548	20,241	26,010	21,010	25,847	25,222	22,964	25,008
Services .....	19,090	18,778	19,635	18,139	19,872	21,959	20,740	19,862

pation may cover areas wider than those defined by the SDAs. Many professional occupations, for example, have national labor markets.

#### Average Annual Wages

Table 4 lists the average annual wage in each SDA by industry sector. The average industry wage gives a comparative measure of the industry's pay scale. Compiled through the Employment and Wages program, the data approximates an average annual wage for all workers in the

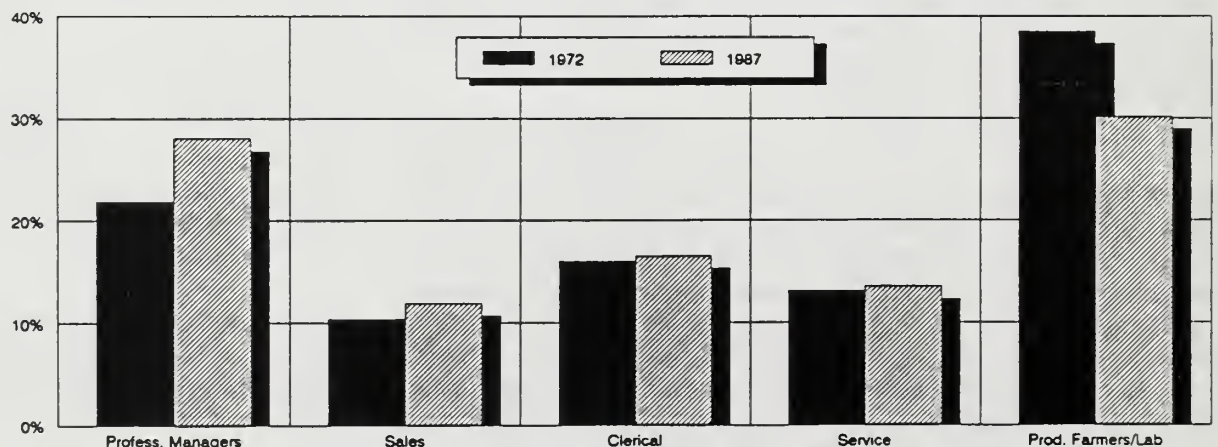
industry. It is computed by dividing the total industry wages by the total number of workers, regardless of part-time or seasonal status.

Given the concentration of banks, law firms, insurance and real estate companies, and high tech industries in Boston, wages here are the highest in the state (\$29,810), followed by Metro South-West (\$28,685), and Metro North (\$26,644). The high concentration of seasonal jobs in New Bedford, Cape Cod and the

Islands contributed to this SDA's reporting the lowest wages in the state (\$19,210).

Wages vary within sectors, depending upon the mix of industries located within the SDA. Given the concentration of computer firms in Metro South-West and Northern Middlesex, for example, the manufacturing wages reported in each of these areas are the highest in the state. In contrast, given the concentration of the low paying apparel

**Chart 3: The percentage share of employment in the US is rising the fastest in occupational groups requiring the most education and decreasing in occupations requiring less education**



Metro North	City of Boston	Metro South-West	South Coastal	Brockton	Bristol	New Bedford Cape & Islands	State of Massachusetts
\$26,644	\$29,810	\$28,527	\$22,685	\$22,568	\$20,306	\$19,210	\$25,220
31,948	35,439	31,775	30,861	29,601	25,010	24,454	29,554
31,688	31,345	36,854	27,016	24,625	23,443	22,333	30,926
30,025	36,196	29,273	31,008	27,067	27,156	25,486	29,889
34,402	34,227	38,408	30,622	29,729	26,733	23,015	32,779
14,747	15,128	15,683	14,238	14,687	12,151	12,743	13,775
26,747	41,550	27,903	26,185	23,572	19,493	22,079	31,525
27,332	27,678	26,609	20,528	20,162	17,916	18,465	24,010

and needle trade industries in Bristol and New Bedford, manufacturing wages here are the lowest in the state.

The same can be said of service industry wages. The city of Boston and Metro North have the highest paying service industries in the state. The average worker employed in Boston's service industries earned \$27,678 in 1989, the highest in the state. Similarly, due to the concentration of high paying engineering, management and research firms in the service industries in Metro North, the area is the only SDA where the average service wage is higher than the average for all wages (\$27,332 vs. \$26,644).

### Education's Importance

With the economy currently restructuring, occupational growth will certainly be affected, since each industry requires a different mix of occupations to produce its goods and services. An analysis of the kinds of jobs generated in the United States between 1972 and 1987 shows that, in general, employment increased the fastest in occupational groups requiring the most education and decreased in occupations requiring less education. In 1972 managerial, executive and administrative occupations were 8.9 percent of all jobs. By 1987, their share increased 2.9 percentage points to 11.8

percent. In contrast, the share of low skilled occupations such as operators, fabricators, and laborers decreased 6 percentage points. In 1972 they were 21.2 percent of all jobs--the largest occupational share--but by 1987 they were only 15.2 percent of all jobs. These trends are expected to continue in the 1990s.

### Education and Jobs in Massachusetts

Despite Massachusetts' recent downturn in employment, the educational requirements in the emerging job market will continue to be more heavily geared toward those jobs requiring either college or post secondary training.



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# The Berkshire County Service Delivery Area

## Economic Overview

The Berkshire County SDA experienced sluggish employment growth during the 1980s, as declines in its manufacturing sector slowed wage growth and contributed to a decline in population. Between 1984 and 1989 employment grew at an average annual rate of 1.7 percent, ranking the SDA among the slower growing areas in Massachusetts. As was true for the state, Berkshire County's employment fell sharply in 1990.

This poor performance is due in large part to steep declines in manufacturing, as employment contracted at an average annual rate of 3.1 percent. In contrast, employment in nonmanufacturing industries expanded steadily, increasing 3.4 percent per year for a net gain of 7,480 jobs between 1984 and 1989.

Despite the job losses in manufacturing, jobs in production, construction and machining occupations account for the most jobs in Berkshire County (28 percent). Because manufacturing still accounts for a larger share of employment here than statewide (23% vs 18%), jobs in production, construction and machining occupations account for a greater percentage share of the jobs in

Berkshire County than in the state (28% vs 23%).

Professional and technical workers account for the second largest number of jobs in the County, 11,735, or 19.6 percent. Service workers rank third with 10,070 jobs.

Other factors affecting the Berkshire County economy include: seasonality in the jobless rate, a declining population, an older workforce, and a decreasing share of total state wages.

## Economic Base

Manufacturing and tourism are the principal industries in the Berkshire County SDA economy. Manufacturers employ approximately 23 percent of the workforce. Retail trade and services, which include many tourist related industries, account for another 51 percent.

In Berkshire County, manufacturing accounts for the second largest number of jobs (14,380), and is primarily concentrated in seven industries: ordnance and accessories, special trade machinery, electronic and other electric equipment; paper and related products; engineering plastics; and miscel-

laneous plastics products. Of these six industries however, the largest is ordnance and accessories which accounts for approximately 40 percent of the employment in these industries.

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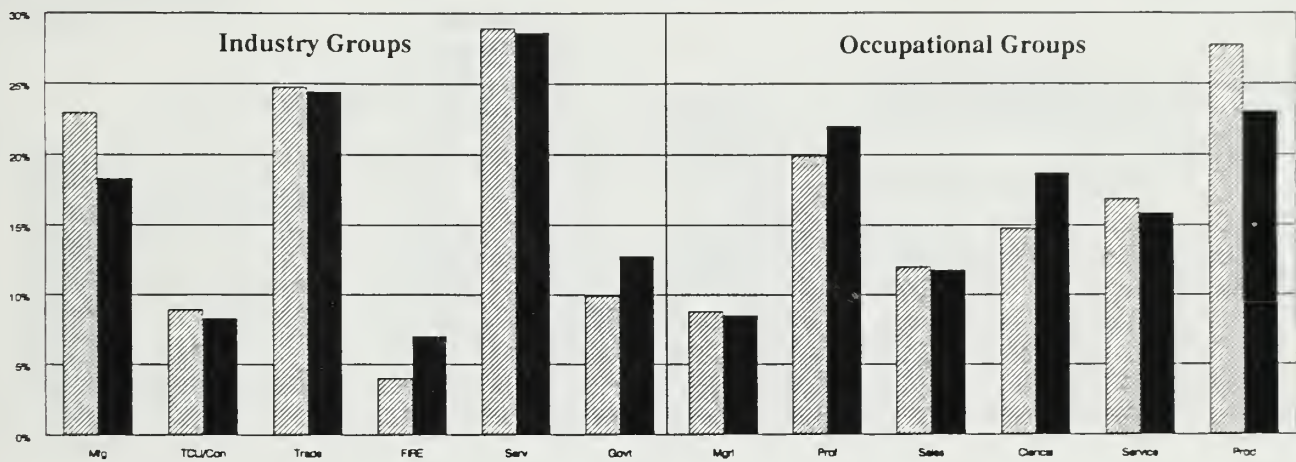
## Definition of Area

Berkshire County SDA, on the far western end of Massachusetts, is comprised of 30 towns and two cities. Predominately rural, the SDA contains 947 square miles of land, approximately 4.5 percent of it is developed. Of this 4.5 percent, 80 percent is residential, 7 percent commercial and 13 percent industrial. Two mountain ranges border the SDA, the Taconic Mountains to the west and the Berkshire Hills to the east, making tourism a principal industry. Manufacturing is also important to the region's economic livelihood.

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# Distribution of Employment by Industry and Occupation

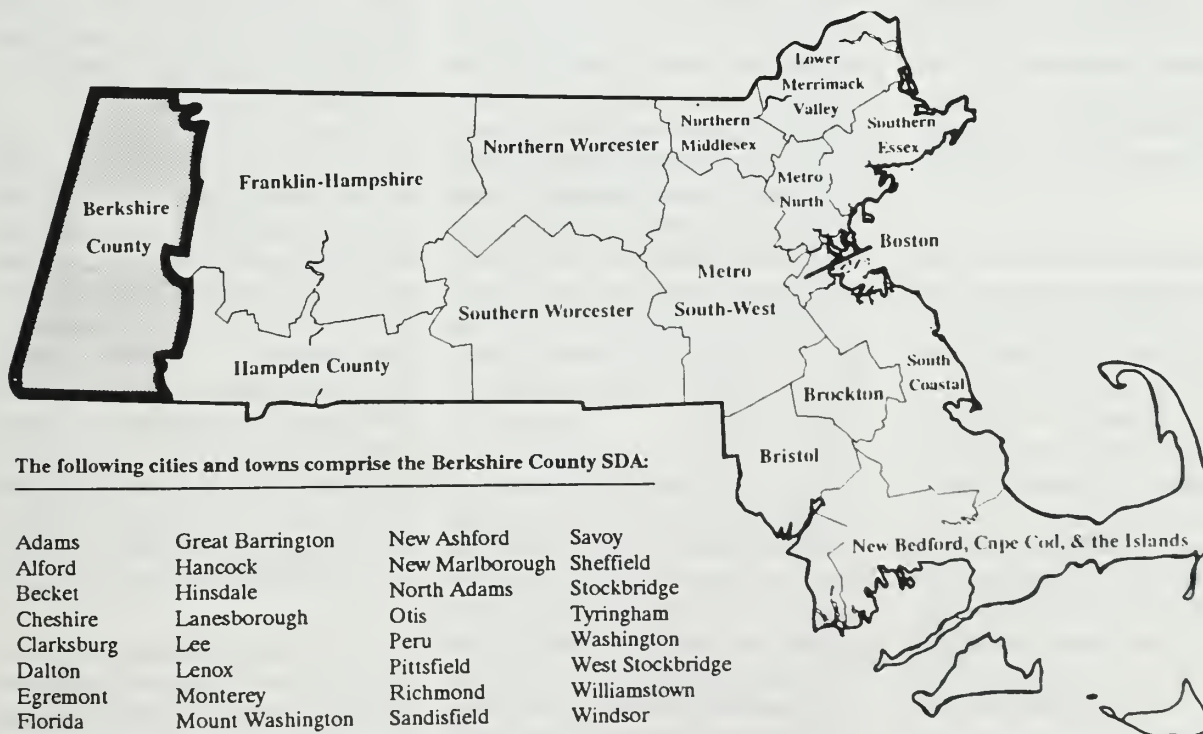
 Berkshire County  
 State Average



From 1984 to 1989 manufacturing employment in Berkshire shrunk from 29 percent of total employment to 23 percent. Statewide, the share of total employment held by manufacturing also fell 6 percentage points, from 24 to 18.3 percent. However, given the high concentration of manufacturing jobs

in the defense-related ordnance and accessories industry, the manufacturing job losses in Berkshire have greater impact on the overall economic well being of the County than on the state, with its more diversified manufacturing base.

Berkshire's manufacturing is diversifying, however. General Electric, the County's principal employer, is now researching engineering plastics used in packaging, transportation, electronics, medical supplies, sporting goods and construction. In the future, plas-



## Employment in Major Groups

		Percent <u>Distribution</u>	
<i>(Note employment levels exclude federal government, private households and agricultural workers)</i>	Employment	SDA	State Average
Total, all Occupations .....	59,870	100.0	100.0
Prod & Construction Wkrs & Operators .....	16,605	27.7	23.0
Professional & Technical Workers .....	11,880	19.9	22.2
Service Workers .....	10,090	16.9	16.0
Clerical & Administrative Workers .....	8,855	14.8	18.7
Sales Workers .....	7,195	12.0	11.7
Managers & Executives .....	5,245	8.8	8.4

tics could become a major industry of the area.

Service industries employ the most workers in Berkshire County (18,170) and account for 29 percent of total employment, the same percentage share as in the state.

Although service industries comprise the same percentage share of employment in Berkshire as in the state, they are more consumer-oriented in Berkshire, and thus depend to a greater extent on tourism and local population and income growth to sustain themselves.

Service industries encompass a wide range of activities such as health, education, business, management consulting, computer and data processing, and accounting. Despite this diversity, services can still be divided into two major categories: services used by consumers, and services used by business in the production of goods and services. Establishments providing services in personal care, repair, health, and education primarily serve tourists and the local population account for 81.6 percent of service sector employment in Berkshire County compared to 59.7 percent statewide. Business and high

tech service industries in computer and data processing, engineering, research and testing account for only 18.4 percent of service employment in Berkshire County compared to 40.3 percent in Massachusetts.

Retail trade employs the third largest number of workers in Berkshire County (13,970), but accounts for a larger share of employment here than in the state (22.2% vs 18.4%). Retail trade is one of the more cyclically-sensitive industries in an economy, expanding during prosperous times and contracting during bad ones. Between 1984 and 1989 retail trade jobs in Berkshire County increased 13.8 percent, faster than the 11.5 percent statewide average growth rate and generated the second largest number of new jobs over the period. Since the beginning of the recession in 1990, however, retail trade employment declined sharply.

In Berkshire County, retail trade is an industry with an "export employment." In general terms, this means that the number of retail stores located here exceeds that which would usually be found in an area of Berkshire's size. What this implies is that the County has successfully been able to draw from not only its own residents for custom-

ers but from tourists as well.

In some areas of the state, retail trade markets have reached saturation and correspondingly retail trade jobs have stabilized or declined as a percent of total employment. While the concentration of retail trade jobs in Berkshire County is 22 percent of the jobs, higher than average, this concentration is less than the percentages found in the Brockton, New Bedford, Cape Cod and the Islands, South Coastal, and Southern Essex SDAs.

During the 1984-1989 period growth in tourist-related industries offset the job losses in Berkshire's manufacturing. Hotels, restaurants, retail shops and recreational facilities, which accounted for 27 percent of total jobs in 1984, generated 45 percent of the net new jobs between 1984 and 1989. Demand for second homes and shopping outlets generated 1,670 jobs in construction. Nevertheless, retail trade and service jobs are expected to grow more slowly over the decade as population and income growth slow.

### Occupational Composition

The number and type of jobs in local job markets is based on the concentration of industries contained in the area.



# Top Ten Occupations and Industries with the Largest Employment

## Top Ten Occupations

Other Helpers, Laborers, & Movers-hand .....	2,530
Retail Trade Sales Representatives .....	2,435
General Managers & Top Executives .....	2,075
Waiters & Waitresses .....	1,885
Cashers .....	1,825
Other Clerical & Administrative Support Wkrs .....	1,770
Other Machine Operators .....	1,505
Secretaries .....	1,355
Registered Nurses .....	1,305
All Other Managers & Administrators .....	1,115

## Top Ten Industries

Eating & Drinking Places .....	4,420
Elementary & Secondary Schools, public & private ..	4,010
Hospitals .....	2,970
Food Stores .....	1,870
Local Govt, exc. Schools .....	2,000
Paper Mills, exc. Building Paper .....	1,900
Grocery Stores .....	1,780
Nursing & Personal Care Facilities .....	1,610
Hotels, Motels, & Tourists Courts .....	1,610
Colleges and Universities .....	1,590

Due to the high concentration of employment in manufacturing, a greater percentage of Berkshire County's workers are employed in production, construction and machining occupations than is typically found in the state (28 % vs 23%). In contrast, because Berkshire County is not a major banking and insurance center, approximately 15 percent of the SDA's workers have office jobs in clerical and administrative support occupations compared to 19 percent statewide. Similarly, because high tech employment represents a smaller share of employment here than in the state as a whole, professional and technical workers in Berkshire account for a smaller percentage of the employment in the SDA than in the state (19.6% vs 22.2%).

The following sections briefly identify the occupations with the largest number of jobs in each occupational category. Comparisons are made between the SDA's distribution of jobs and the state's distribution to highlight the differences in the two economies.

### Managerial Occupations

Managers and executives hold 5,245 jobs or 8.8 percent of the jobs in the Berkshire County SDA. Statewide,

managers held approximately the same percentages share of jobs (8.4%). About 42 percent of Berkshire's managers and executives are general managers and top executives. Financial and administrative managers account for 9.7 percent, the second largest share of the jobs. Engineering managers accounted for another 5.0 percent of the management jobs.

Where are Berkshire's managers employed? Due to the composition of the industries in Berkshire's economy, approximately 29 percent are employed in service industries compared to 26 percent in Massachusetts; 24 percent are employed in manufacturing compared to 20 percent statewide and 21 percent are employed in retail trade compared to 16 percent statewide.

### Professional and Technical Occupations

Professional and technical workers, numbering 11,880 hold 19.9 percent of the jobs in the Berkshire SDA, less than the 22.6 percent in Massachusetts.

Registered nurses, one of the largest occupations in both the state and SDA, account for 1,305 jobs or 11 percent of the professional and technical jobs in Berkshire. Engineers hold 1,110 jobs,

the second largest number of professional and technical jobs. Electrical and electronic engineering jobs account for the bulk of the engineering jobs. Secondary school teachers held 875 jobs, the third largest number.

### Sales Occupations

Sales workers account for 12 percent of total employment in Berkshire. Approximately 72 percent of all Berkshire's sales workers are retail trade sales representatives, cashiers, and stock clerks. The remaining sales workers are counter and rental clerks, sales engineers, and business and advertising executives.

### Clerical and Administrative Occupations

The 8,855 clerical workers in Berkshire County account for 15 percent of employment compared to 18.7 percent statewide. Secretaries and general administrative office workers represent about 50 percent of all clerical jobs.

### Service Occupations

Jobs in food service and preparation account for over half of the 10,090 jobs in service occupations. In Massachusetts 45 percent of the service jobs are in food service. Health service workers, such as nursing aides and orderlies

## Labor Force, Employment and Unemployment

	Labor Force	Employed	Unemployed	Unemployment Rate	
				SDA	State Average
1983	73,170	67,110	6,060	8.3	6.9
1984	73,460	69,120	4,340	5.9	4.8
1985	72,180	68,720	3,470	4.8	3.9
1986	70,380	67,250	3,130	4.5	3.8
1987	70,630	67,840	2,790	3.9	3.2
1988	72,490	69,330	3,170	4.4	3.3
1989	73,250	70,040	3,210	4.4	4.0
1990	74,040	69,450	4,590	6.2	6.0

account for another 12.5 percent of Berkshire's service employment. Personal service workers including cosmetologists and child care workers represent another 6.4 percent of service employment.

### Production, Construction and Machining Occupations

Production and construction workers, mechanics, repairers, operators and assemblers have the most jobs (16,750) or 28 percent of the jobs in Berkshire County. Helpers and laborers are the largest jobholders in this group with 3,420 jobs or 21 percent, followed by machine operators (19%), mechanics (13%), material moving equipment operators (12.5%), construction trades workers (10.4%), and supervisors and inspectors (10%).

### Population

Population changes are another good indication of local job market conditions. When economies suffer from cutbacks in defense spending or lack of demand for its principal exports, local residents may go elsewhere for employment. When an economy is booming, more people move into the area

than out, causing the population to increase. Berkshire's population declines in the seventies and eighties reflect a weak job market. Between 1970 and 1980 the SDA's population declined 2.9 percent. During the eighties, the population declined 4.4 percent, from 145,110 in 1980 to 138,720 in 1988. The 2,000 natural increase in births over deaths could not offset the flow of 8,400 residents leaving the area.

The population of Berkshire is typical of well-established rural areas where older workers make up a disproportionate share of the population. Individuals age 65 and over comprised 16.1 percent of the population in 1980 compared to 13.7 percent statewide.

### Labor Force/Unemployment

Berkshire's labor force declined marginally from 73,460 to 73,250 between 1984 and 1989. This decline and corresponding increase in nonmanufacturing jobs helped drop the jobless rate from 5.9 percent in 1984 to 4.4 percent in 1989. (see chart above)

Berkshire's jobless rate, however, remains subject to shifts in employ-

ment and unemployment due to seasonal factors. During the winter months when tourism is down, unemployment is generally higher than in the summer months when the weather is warm and the Tanglewood concert series and other summer festivals take place.

### Income/Wages

The average annual wage in Berkshire County was \$21,736 or 86 percent of the statewide average. Largely due to the area's highly paid manufacturing workers, Berkshire maintains the highest wages in of the three western region SDAs. In 1989 average annual salaries per employed person totaled \$21,683 in Hampden and \$20,253 in Franklin-Hampshire.

Berkshire County had a per capita income of \$18,032 in 1988, the latest year for which figures are available. Berkshire's per capita income ranked 10th among the state's 14 counties and was 87 percent of the state average (\$20,836). Berkshire County's per capita income is bolstered by above average earnings from interest, rents, and dividends and transfer payments.



**Table A:  
Berkshire County  
Employment  
by Occupation**

		Employment	Percent Distribution
	Total Occupational Employment	59870	100.00
Managerial Occupations	Managerial And Administrative Occupations	5245	8.75
	Staff And Administrative Specialty Managerial Occupations	1510	2.52
	Financial Managers	510	0.85
	Personnel, Training And Labor Relation Managers	80	0.13
	Purchasing Managers	105	0.18
	Marketing, Advertising And Related Managers	245	0.41
	Administrative Service Managers	310	0.52
	Engineering, Mathematical And Natural Science Managers	260	0.43
	Line And Middle Management Industry Specific Occupations	975	1.62
	Education Administrators	260	0.43
	Medical And Health Service Managers	130	0.22
	Property And Real Estate Managers And Administrators	60	0.10
	Industrial Production Managers	155	0.26
	Construction Managers	140	0.23
	Communications, Transportation, Utilities Operations Managers	60	0.10
	Food Service And Lodging Managers	170	0.28
	Other Managerial And Administrative Occupations	2760	4.61
	Pub Admin Chief Executives, Legislators, Genral Administrators	85	0.14
	General Managers And Top Executives	2215	3.70
	All Other Managers And Administrators	460	0.77
Professional & Technical Occupations	Professional, Paraprofessional And Technical Occupations	11880	19.85
	(Management Support Occupations)		
	Accountants, Auditors And Other Financial Specialists	485	0.81
	Loan Officers And Counselors	65	0.11
	Accountants And Auditors	320	0.53
	All Other Financial Specialists	100	0.17
	Purchasing Agents And Buyers	125	0.21
	Wholesale And Retail Buyers, Except Farm Products	60	0.10
	Purchasing Agents - Exc Wholesale, Retail & Farm Products	65	0.11
	Personnel, Training, Labor Relations Specialists And Related	120	0.20
	Other Management Support Workers	505	0.86
	Cost Estimators	75	0.13
	Assessors	75	0.13
	All Other Management Support Workers	355	0.59
	(Engineers & Engineering Technicians)		
	Engineers	1110	1.87
	Electrical And Electronic Engineers	710	1.19
	Industrial And Safety Engineers	100	0.17
	Mechanical Engineers	105	0.18
	All Other Engineers	195	0.33
	Architects And Surveying And Mapping Scientists	•	N/A
	Engineering And Related Technicians And Technologists	685	1.15
	Electrical, Electronic Engineerng Technicians, Technologists	250	0.42
	Industrial Engineering Technicians And Technologists	60	0.10
	Drafters	190	0.32
	All Other Engineering Technicians And Technologists	185	0.31

**Table A:  
Berkshire County  
Employment  
by Occupation**

		Employment	Percent Distribution
(Computer & Math Scientists)	Physical & Life Scientists	90	0.15
	Physical And Life Science Technicians And Technologists	70	0.12
	Computer Scientists And Related Workers	235	0.39
	Systems Analysts, Electronic Data Processing	110	0.18
	Computer Programmers	125	0.20
	Mathematical Scientists And Related Workers	•	N/A
	Psychologists and Social Scientists, incl Urban Planners	50	0.09
	Other Selected Social Science Related Workers	495	0.82
	Social Workers, Medical And Non-medical	275	0.46
	Social Service Technicians	110	0.18
(Lawyers, Paralegals & Related)	Recreation Workers	110	0.18
	Lawyers And Related Workers	95	0.16
	Lawyers	95	0.16
	Paralegals & other Legal Assistants & Technicians, Exc Clerical	55	0.09
(Teachers Educa- tors, Librarians & Related)	College And University Faculty	770	1.29
	Other Teachers And Instructors	2455	4.09
	Teachers, Preschool And Kindergarden	210	0.35
	Teachers, Elementary	660	1.10
	Teachers, Secondary School	875	1.46
	Teachers, Special Education	260	0.43
	Teachers And Instructors, Vocational Education	115	0.19
	Instructors, Nonvocational Education	85	0.14
	Instructors And Coaches, Sports	135	0.23
	All Other Teachers And Related Workers	115	0.19
	Librarians, Archivists, Curators, Other Slected Ed Rel Works	590	0.98
	Librarians, Professional	85	0.14
	Technical Assistants, Library	100	0.17
	Curators, Archivists, Museum Technicians And Restorers	25	0.04
	Vocational And Educational Counselors	85	0.14
	Instructional Coordinators & Teacher Aides, Paraprofess	295	0.49
(Health Pracitioners, Technicians & Technologists)	Health Diagnosing And Treating Practitioners	315	0.53
	Physicians And Surgeons	215	0.36
	Dentists	95	0.16
	Optometrists	•	N/A
	Therapists	160	0.26
	Respiratory Therapists	65	0.11
	All Other Therapists	95	0.16
	Selected Health Care Maintenance And Treating Workers	2090	3.48
	Registered Nurses	1310	2.19
	Licensed Practical Nurses	505	0.84
	Pharmacists	105	0.18
	Dieticians, Opticians, EMTs, Phys Assts & other Treating Wkrs	170	0.28
	Other Health Professionals, Paraprofessionals And Technicians	535	0.89
	Medical And Clinical Laboratory Technologists And Technicians	105	0.18

**Table A:  
Berkshire County  
Employment  
by Occupation**

	Employment	Percent Distribution
Dental Hygienists	60	0.10
Radiologic Technicians	175	0.29
All Other Health Professionals And Others	195	0.33
Selected Writers, Artists, Entertainers, Athletes And Related	390	0.65
Writers And Editors, Including Technical Writers	90	0.15
Announcers, Radio And Television	60	0.10
Designers	150	0.25
Athletes, Coaches, Umpires And Related	90	0.15
Other Professional, Paraprofessional, Technical Occupations	395	0.66
All Other Professional, Paraprofessional And Technicians	395	0.66
<b>Marketing &amp; Sales Occupations</b>		
Sales And Related Occupations	7195	12.02
First Line Supervisors And Manager/supervisors	460	0.77
Sales Occupations, Services	520	0.87
Sales Agents And Placers, Insurance	280	0.47
Travel Agents	65	0.11
Sales Agents, Advertising	75	0.13
All Other Sales Representatives, Service	100	0.17
Merchandise, Products, Other Sales, Sales-related Occupations	6215	10.38
Sales Engineers	150	0.25
Sales Reps, Scientific And Related Products And Services	145	0.24
Sales Reps, Exc Scientific And Related Products Or Services	360	0.60
Salespersons, Retail Trade	2435	4.07
Salespersons, Parts	90	0.15
Counter And Rental Clerks	115	0.19
Stock Clerks, Sales Floor	885	1.48
Cashiers	1825	3.05
All Other Sales And Related Workers	210	0.35
<b>Clerical Occupations</b>		
Clerical And Administrative Support Occupations	8855	14.78
First Line Supervisors And Manager/Supervisor	615	1.03
Banking, Security, Finance And Credit Workers	800	1.34
Tellers	545	0.91
New Accounts Clerks	75	0.13
Loan And Credit Clerks	65	0.11
Adjustment Clerks	90	0.15
Statement Clerks & Other Finance Workers	*	N/A
Selected Insurance Workers	165	0.28
Adjusters, Examiners, Investigators, Appraisers, Claims Clerks	50	0.08
Insurance Policy Processing Clerks	70	0.12
Bill And Account Collectors	*	N/A
Hotel Desk Clerks & Reservation & Transportation Agents	150	0.25
Other Selected Industry Specific Workers	165	0.28
Library Assistants And Bookmobile Drivers	70	0.12
Teacher Aides And Education Assistants	95	0.16
Secretaries	1750	2.92
Legal Secretaries	95	0.16
Medical Secretaries	180	0.30
Secretaries	1475	2.46

**Table A:  
Berkshire County  
Employment  
by Occupation**

	Employment	Percent Distribution
Other Secretarial Related And General Office Workers	3450	5.75
Receptionists And Information Clerks	300	0.50
Typists And Word Processors	220	0.37
Order Clerks - Materials, Merchandise And Service	110	0.18
Bookkeeping, Accounting, Auditing Clerks	1150	1.92
Payroll And Timekeeping Clerks	70	0.12
Billing, Cost And Rate Clerks	155	0.26
General Office Clerk	1250	2.09
Other General Office Workers	195	0.33
Electronic Data Processing, Other Office Machine Occupations	300	0.50
Billing, Posting And Calculating Machine Operators	60	0.10
Computer Operators, Except Peripheral Equipment	115	0.19
Data Entry Keyers, Except Composing	90	0.15
All Other Office Machine Operators	*	N/A
Switchboard and other Communications Equipment Operators	150	0.25
Mail And Message Distribution Workers, exc Post Office	*	N/A
Material Recording, Scheduling, Dispatching, Distributing	955	1.59
Production, Planning, Expediting Clerks	210	0.35
Stock Clerks - Stockroom, Warehouse And Storage Yard	285	0.48
Order Fillers, Wholesale And Retail Sales	60	0.10
Traffic, Shipping And Receiving Clerks	265	0.44
All Other Material Recording And Related Workers	135	0.23
All Other Clerical And Administrative Support Occupations	335	0.56
<b>Service Occupations</b>	<b>10090</b>	<b>16.90</b>
Service Occupations	10090	16.90
Protective Service Occupations	595	0.98
Fire Fighters	110	0.18
Police Detectives And Investigators	115	0.19
Guards And Watch Guards	320	0.53
All Other Protective Services	50	0.08
Food And Beverage Preparation And Service Workers	5290	8.84
Hosts And Hostesses	175	0.29
Bartenders	535	0.89
Waiters And Waitresses	1885	3.15
Dining Room, Counter And Cafe Attendants	335	0.56
Bakers, Bread And Pastry	75	0.13
Butchers And Meat Cutters	105	0.18
Cooks, Restaurant	405	0.68
Cooks, Institution Or Cafe	180	0.30
Cooks, Speciality Fast Food And Fast Food	330	0.55
Food Preparation Workers	610	1.02
All Other Food Service Workers	655	1.09
Health Service And Related Occupations	1230	2.05
Dental Assistants	115	0.19
Medical Assistants	65	0.11
Nurse Aides, Orderlies And Attendants	840	1.40
Home Health Aides	125	0.21
All Other Health Servicers	85	0.14
Cleaning, Building Service Occupations, Exc Private Househlds	1655	2.77
Janitors And Cleaners, Including Housekeepers And Maids	620	1.04
Janitors And Cleaners	980	1.64
All Other Cleaning And Building Service Workers	55	0.09



**Table A:  
Berkshire County  
Employment  
by Occupation**

		Employment	Percent Distribution
	Personal Service Occupations	690	1.16
	Cosmetologists And Related	200	0.33
	Amusement And Recreation Attendants	90	0.15
	Guides	105	0.18
	Social Welfare Service Aides	160	0.27
	Child Care Workers	65	0.11
	All Other Personal Service Workers	70	0.12
	All Other Service Occupations	115	0.19
	All Other Service Workers	115	0.19
	Agricultural, Forestry, Fishing And Related Occupations	235	0.40
	Gardners And Groundskeepers, Except Farm	155	0.26
	All Other Agricultural, Forestry And Related Workers	80	0.13
Production, Construction & Maintenance Occupations	Production, Construction And Maintenance Occupations	16605	27.74
	First Line Supervisors, Manager/supers - Prod, Constr, Maint	970	1.62
	First Line Supervisors - Mechanics And Repairers	220	0.37
	First Line Supervisors - Constuction And Related	190	0.32
	First Line Supervisors - Production And Related	440	0.74
	First Line Supervisors - Transportation And Related	•	N/A
	First Line Supervisors - Helpers And Others	•	N/A
	Blue Collar Worker Supervisors	•	N/A
	Precision And Production Inspectors	590	0.99
(Mechanics, Installers & Repairers)	Machinery And Related Mechanics, Installers And Repairers	960	1.61
	Machinery Maintenance Mechanics	65	0.11
	Millwrights	65	0.11
	Maintenance Repairers, General Utility	765	1.28
	Other Machinery Mechanics, Repairers & Installers	65	0.11
	Mobile Equipment Mechanics, Installers And Repairers	570	0.95
	Automotive Mechanics	300	0.50
	Automotive Body And Related Repairers	165	0.28
	Bus And Truck Mechanics And Diesel Mechanics	60	0.10
	Other Mobile Equipment Mechanics, Installers & Repairers	•	N/A
	Communications Equipment Mechanics, Installers And Repairers	•	N/A
	Other Electrical, Electronic Equip Mechs, Installers, Repairs	160	0.26
	Other Mechanics, Installers And Repairers	450	0.76
	Heating, Air Conditioning, Refrigeration Mechs, Installers	175	0.29
	All Other Mechanics, Installers And Repairers	275	0.46
(Construction Trades Occupations)	Selected Carpentry And Related Workers	905	1.51
	Carpenters	790	1.32
	Drywall Installers And Tapers	115	0.19
	Selected Electrical And Related Workers	280	0.47
	Electricians	280	0.47
	Selected Masonry And Related Workers	110	0.19
	Selected Painting And Related Workers	65	0.11
	Painters, Paperhangers, Construction And Maintenance	65	0.11
	Selected Plumbing And Related Workers	330	0.55

**Table A:  
Berkshire County  
Employment  
by Occupation**

		Employment	Percent Distribution
	Plumbers, Pipefitters And Steamfitters	330	0.55
	Selected Floor Related Workers, Except Carpenters	*	N/A
	Selected Road, Rail, Related Constr & Maint Wrkrs, Exc Masons	125	0.20
	All Other Construction Trades Workers	115	0.19
	Roofers	*	N/A
	Glaziers	70	0.12
	Extractive And Related, Including Blasters	50	0.08
(Precision Production Occupations)	Precision Metal Workers	475	0.79
	Tool And Die Makers	95	0.16
	Machinists	225	0.38
	Sheet Metal Workers	110	0.18
	All Other Precision Metal Workers	*	N/A
	Precision Woodworkers	*	N/A
	Precision Textile, Apparel And Furnishings Workers	70	0.13
	Precision Printing Workers	85	0.14
	Other Precision Workers	80	0.13
(Machine Setters, Set-up Operators, Operators, & Tenders)	Machine Tool Cutting Setters, Ops And Related - Metal, Plas	265	0.45
	Machine Forming Setters, Operators And Related Workers	165	0.27
	Numerical And Combination Tool Setters, Operators And Related	100	0.16
	Numerical Control Machine Tool Operators, Tenders, Met, Plas	50	0.08
	Combination Mach Tool Setters, Set-up Ops, Operators, Metal, P	50	0.08
	Metal Fabricating, Related Machine Setters, Operators	60	0.10
	Metal, Plastic Processing Machine Setters, Operators, Related	230	0.39
	Plastic Molding, Casting Machine Operators And Tenders	165	0.28
	Other Metal & Plastic Processing Mach Setters, Ops & Related	65	0.11
	All Other Metal, Plastic Machine Setters, Operators, Related	55	0.09
	Woodworking Machine Setters, Operators, Other Related Workers	*	N/A
	Printing, Binding And Related Workers	280	0.46
	Textile, Related Setters, Operators And Other Related Workers	405	0.68
	Textile Machine Ops, Tenders - Winding, Twisting, Knitting	50	0.08
	Sewing Machine Operators, Garment	90	0.15
	Sewing Machine Operators, Non-garment	75	0.13
	Laundry And Drycleaning Machine Operators	150	0.25
	Shoe Sewing & Textile Pressing Machine Operators	*	N/A
	Other Machine Setters, Set-up Operators, Operators, Tenders	1420	2.37
	Electronic Semiconductor Processors	55	0.09
	Paper Goods Machine Setters And Set-up Operators	110	0.18
	Chemical Equipment Controllers And Operators	105	0.18
	Chemical Equipment Tenders	70	0.12
	Cutting And Slicing Machine Operators	50	0.08
	Coating, Painting, Spraying Machine Setters, Set-up Operators	65	0.11

**Table A:  
Berkshire County  
Employment  
by Occupation**

		Employment	Percent Distribution
	Coating, Painting And Spraying Machine Operators And Tenders	110	0.18
	Crushing, Grinding, Mixing, Blending Machine Ops And Tenders	80	0.13
	Packaging And Filling Machine Operators	50	0.08
	All Other Machine Operators	725	1.21
(Assemblers & other Hand Workers)	Precision Assemblers	250	0.42
	Electrical And Electronic Equipment Assembler	175	0.29
	All Other Precision Metal Assemblers	75	0.13
	Other Hand Workers, Including Assemblers And Fabricators	1245	2.07
	Electrical And Electronic Assemblers	330	0.55
	Welders And Cutters	115	0.19
	Assemblers, Fabricators - Exc Mach, Electrl, Electrnc, Prec	570	0.95
	All Other Hand Workers	210	0.35
	Plant And Systems Occupations	105	0.17
Transportation & Material Moving Equip. Operators	Motor Vehicle Operators	1440	2.41
	Truck Drivers, Heavy	650	1.09
	Truck Drivers, Light - Including Delivery And Route Drivers	410	0.69
	Bus Drivers	60	0.10
	Bus Drivers, School	210	0.35
	Taxi Drivers And Chauffeurs	*	N/A
	Driver/sales Workers	80	0.13
	All Other Transportation And Related Workers	240	0.40
	Service Station Attendants	160	0.27
	All Other Transportation Workers	80	0.13
	Material Moving Equipment Operators	400	0.67
	Excavating And Loading Machine Operators	95	0.16
	Industrial Truck And Tractor Operators	120	0.20
	Operating Engineers	65	0.11
	All Other Material Moving Equipment Operators	120	0.20
Helpers and Laborers	Constructive Trades, Extractive Worker Helpers	405	0.68
	Machine Feeders And Offbearers	85	0.14
	All Other Helpers, Laborers, Material Movers - Hand	2940	4.91

\* Employment is less than 50

N/A not available

**Table B:  
Berkshire County  
Employment in  
Selected Occupations  
by Industry**

		<b>Employment</b>	<b>Percent Distribution</b>
<b>Managerial &amp; Executive Occupations</b>	o Financial Managers	510	100.00
	All Other Service	90	17.65
	All Other Finance, Insurance And Real Estate	80	15.69
	Banking	70	13.73
	Durable Goods Manufacturing	60	11.77
	Local Government, Except Education And Hospitals	50	9.80
	o General Managers & Top Executives	2215	100.00
	All Other Wholesale And Retail Trade	570	25.73
	All Other Service	290	13.09
	Durable Goods Manufacturing	155	7.00
	All Other Finance, Insurance And Real Estate	155	7.00
	Eating And Drinking Places	150	6.77
	Special Trade Constructors	135	6.09
	All Other Nondurable Goods Manufacturing	135	6.09
	Food Stores	105	4.74
	Social Services	80	3.61
	General Buiding Contractors	75	3.39
<b>Professional &amp; Technical Occupations</b>	o Accountants & Auditors	320	100.00
	All Other Service	75	23.44
	Durable Goods Manufacturing	55	17.19
	o Electrical & Electronic Engineers	710	100.00
	Durable Goods Manufacturing	605	85.21
	Service	85	11.97
	o College & University Faculty	770	100.00
	Colleges, Universities, Professionl Schools, Junior Colleges	635	82.47
	Elementary And Secondary Schools	130	16.88
	o Elementary Teachers	660	100.00
	Elementary And Secondary Schools	655	99.24
	o Secondary School Teachers	875	100.00
	Elementary And Secodary Schools	875	100.00
	o Registered Nurses	1310	100.00
	Hospitals	990	75.57
	All Other Health Services	145	11.07
	Nursing And Personal Care Facilities	105	8.02
	o Licensed Practical Nurses	505	100.00
	Hospitals	330	65.35
	Nursing And Personal Care Facilities	110	21.78



**Table B:  
Berkshire County  
Employment in  
Selected Occupations  
by Industry**

		Employment	Percent Distribution
<b>Marketing &amp; Sales Occupations</b>	o Sales Supervisors	460	100.00
	All Other Wholesale And Retail Trade	165	35.87
	Finance, Insurance And Real Estate	80	17.39
	Food Stores	50	10.87
	o Insurance Sales Agents	280	100.00
	Finance, Insurance And Real Estate	280	100.00
	o Retail Trade Sales Reps	2435	100.00
	All Other Wholesale And Retail Trade	1725	70.84
	Department Stores	530	21.76
	Food Stores	155	6.37
	o Stock Clerks, Sales Floor	885	100.00
	Food Stores	445	50.28
	All Other Wholesale And Retail Trade	340	38.42
	Department Stores	70	7.91
	o Cashiers	1825	100.00
	Food Stores	705	38.63
	All Other Wholesale And Retail Trade	540	29.59
	Eating And Drinking Places	240	13.15
	Department Stores	160	8.77
	All Other Service	105	5.75
<b>Clerical &amp; Administrative Support Occupations</b>	o First Line Supervisors - Clerical And Administrative Clerks	615	100.00
	All Other Wholesale And Retail Trade	120	19.51
	All Other Finance, Insurance And Real Estate	80	13.01
	Transportation And Public Utilities	70	11.38
	Banking	65	10.57
	o Bank Tellers	545	100.00
	Banking	465	85.32
	All Other Finance, Insurance And Real Estate	80	14.68
	o Secretaries	1475	100.00
	Durable Goods Manufacturing	225	15.25
	All Other Service	210	14.24
	Elementary And Secondary Schools	150	10.17
	Colleges, Universities, Professional Schools, Junior Colleges	115	7.80
	All Other Finance, Insurance And Real Estate	100	6.78
	All Other Wholesale And Retail Trade	85	5.76
	Local Government, Except Education And Hospitals	85	5.76
	All Other Nondurable Goods Manufacturing	75	5.09
	Hospitals	75	5.08
	Special Trade Constructors	50	3.39
	Social Services	50	3.39

**Table B:  
Berkshire County  
Employment in  
Selected Occupations  
by Industry**

		Employment	Percent Distribution
o	Bookkeepers	1150	100.00
	All Other Wholesale And Retail Trade	315	27.39
	Durable Goods Manufacturing	120	10.44
	All Other Service	105	9.13
	All Other Nondurable Goods Manufacturing	70	6.09
	Special Trade Constructors	60	5.22
	Local Government, Except Education And Hospitals	60	5.22
	All Other Finance, Insurance And Real Estate	55	4.78
	General Buiding Contractors	50	4.35
o	General Office Clerk	1250	100.00
	All Other Wholesale And Retail Trade	330	26.40
	All Other Finance, Insurance And Real Estate	130	10.40
	Durable Goods Manufacturing	110	8.80
	Local Government, Except Education And Hospitals	105	8.40
	Hospitals	90	7.20
	All Other Service	85	6.80
	Transportation And Public Utilities	75	6.00
	All Other Health Services	60	4.80
	All Other Nondurable Goods Manufacturing	55	4.40
	Social Services	50	4.00
o	Production, Planning, Expediting Clerks	210	100.00
	Durable Goods Manufacturing	150	71.43
o	Shipping & Receiving Clerks	265	100.00
	All Other Wholesale And Retail Trade	90	33.96
	Durable Goods Manufacturing	65	24.53
	All Other Nondurable Goods Manufacturing	60	22.64
<b>Service Occupations</b>			
o	Guards	320	100.00
	All Other Service	120	37.50
	Durable Goods Manufacturing	70	21.88
o	Bartenders	535	100.00
	Eating And Drinking Places	270	50.47
	All Other Service	175	32.71
	Hotels, Motels And Tourist Courts	85	15.89
o	Waiters & Waitresses	1885	100.00
	Eating And Drinking Places	1325	70.29
	Hotels, Motels And Tourist Courts	235	12.47
	All Other Service	150	7.96
	Hospitals	140	7.43
o	Cooks, Restaurant	405	100.00
	Eating And Drinking Places	310	76.54
	Hotels, Motels And Tourist Courts	65	16.05

**Table B:  
Berkshire County  
Employment in  
Selected Occupations  
by Industry**

		Employment	Percent Distribution
	o Cooks, Speciality Fast Food And Fast Food	330	100.00
	Eating And Drinking Places	285	86.36
	o Food Preparation Workers	610	100.00
	Eating And Drinking Places	230	37.71
	Nursing And Personal Care Facilities	120	19.67
	Elementary And Secodary Schools	105	17.21
	Hotels, Motels And Tourist Courts	90	14.75
	o Janitors And Cleaners, Including Housekeepers And Maids	620	100.00
	Hotels, Motels And Tourist Courts	320	51.61
	All Other Service	105	16.93
	Hospitals	85	13.71
	Nursing And Personal Care Facilities	75	12.10
	o Janitors And Cleaners	980	100.00
	Elementary And Secodary Schools	225	22.96
	All Other Service	195	19.90
	Durable Goods Manufacturing	90	9.19
	Colleges, Universities, Professionl Schools, Junior Colleges	85	8.68
	All Other Wholesale And Retail Trade	50	5.10
	Nursing And Personal Care Facilities	50	5.10
<b>Prod., Construction &amp; Machining Occupations</b>			
	o Precision And Production Inspectors	590	100.00
	Durable Goods Manufacturing	485	82.20
	All Other Nondurable Goods Manufacturing	65	11.02
	o Maintenance Repairers, General Utility	765	100.00
	Local Government, Except Education And Hospitals	220	28.76
	All Other Service	85	11.11
	Finance, Insurance And Real Estate	60	7.84
	Transportation And Public Utilities	50	6.54
	All Other Wholesale And Retail Trade	50	6.54
	o Automotive Mechanics	300	100.00
	All Other Wholesale And Retail Trade	240	80.00
	o Carpenters	790	100.00
	General Buiding Contractors	610	77.21
	Special Trade Constructors	110	13.92
	o Plumbers, Pipefitters And Steamfitters	330	100.00
	Special Trade Constructors	280	84.85
	o Machinists	225	100.00
	Durable Goods Manufacturing	150	66.67

**Table B:**  
**Berkshire County**  
**Employment in**  
**Selected Occupations**  
**by Industry**

	Employment	Percent Distribution
o Electrical And Electronic Assemblers	330	100.00
Durable Goods Manufacturing	330	100.00
o Assemblers, Fabricators - Exc Mach, Electrcel, Electrnc, Prec	570	100.00
Durable Goods Manufacturing	380	66.67
All Other Nondurable Goods Manufacturing	150	26.31
o Truck Drivers, Heavy	650	100.00
Transportation And Public Utilities	180	27.69
Heavy Construction Contractors	140	21.54
All Other Wholesale And Retail Trade	140	21.54
Durable Goods Manufacturing	120	18.46
o Delivery & Route Drivers	410	100.00
All Other Wholesale And Retail Trade	215	52.44
All Other Nondurable Goods Manufacturing	55	13.41
Transportation And Public Utilities	50	12.19
o Other Helpers & Laborers	2545	100.00
Durable Goods Manufacturing	1670	65.62
All Other Wholesale And Retail Trade	240	9.43
Heavy Construction Contractors	135	5.30
Local Government, Except Education And Hospitals	130	5.11
All Other Nondurable Goods Manufacturing	105	4.13
State Government, Except Education And Hospitals	70	2.75
General Buiding Contractors	50	1.96
Paper Mills, Except Building Paper	50	1.96

**Table C:  
Berkshire County  
Employment in  
Selected Industries  
by Occupation**

		Employment	Percent Distribution
<b>Construction Industries</b>			
o	General Building Contractors	1215	100.00
	Carpenters	610	50.21
	Helpers, All Other Construction Trades	180	14.82
	General Managers And Top Executives	75	6.17
	Construction Managers	60	4.94
	Bookkeeping, Accounting, Auditing Clerks	50	4.11
	All Other Helpers, Laborers, Movers - Hand	50	4.11
o	Heavy Construction Contractors	585	100.00
	Truck Drivers, Heavy	140	23.93
	First Line Supervisors - Constuction And Related	135	23.08
	Helpers, Laborers And Related	135	23.08
o	Special Trade Contractors	1755	100.00
	Plumbers, Pipefitters And Steamfitters	280	15.95
	Electricians	200	11.40
	Helpers, All Other Construction Trades	185	10.54
	General Managers And Top Executives	135	7.69
	Drywall Installers And Tapers	115	6.55
	Carpenters	110	6.27
	Excavating And Loading Machine Operators	85	4.84
	Reinforcing Metal Workers	75	4.27
	Bookkeeping, Accounting, Auditing Clerks	60	3.42
	Glaziers	60	3.42
	Heating, Air Conditioning, Refrigeration Mechs, Installers	55	3.13
	Welders And Cutters	55	3.13
	Secretaries, Stenographers And Typists	50	2.85
<b>Manufacturing Industries</b>			
o	Durable Goods Manufacturing	10170	100.00
	All Other Helpers, Laborers, Movers - Hand	1670	16.42
	Electrical And Electronic Engineers	605	5.95
	Precision And Production Inspectors	480	4.72
	Assemblers, Fabricators - Exc Mach, Electrci, Electrnc, Prec	380	3.74
	Electrical And Electronic Assemblers	330	3.24
	First Line Supervisors - Production And Related	245	2.41
	Secretaries, Stenographers And Typists	225	2.21
	Engineering, Mathematical And Natural Science Managers	195	1.92
	All Other Management Support Workers	190	1.87
	Electrical, Electronic Engineerng Technicians, Technologists	175	1.72
	Electrical And Electronic Equipment Assembler	175	1.72
	General Managers And Top Executives	155	1.52
	All Other Managers And Administrators	155	1.52
	Production, Planning, Expediting Clerks	150	1.47
	Machinists	150	1.47
	Drafters	145	1.43
	Sales Engineers	145	1.43
	All Other Mechanics, Installers And Repairers	135	1.33
	Bookkeeping, Accounting, Auditing Clerks	120	1.18
	All Other Machine Operators	120	1.18
	Truck Drivers, Heavy	120	1.18
	Industrial Production Managers	110	1.08
	General Office Clerk	105	1.03
	Stock Clerks - Stockroom, Warehouse And Storage Yard	105	1.03



**Table C:  
Berkshire County  
Employment in  
Selected Industries  
by Occupation**

		Employment	Percent Distribution
	o Paper Mills, Except Building Paper	1630	100.00
	All Other Machine Operators	275	16.87
	First Line Supervisors - Production And Related	80	4.91
	Chemical Equipment Tenders	70	4.30
	Paper Goods Machine Setters And Set-up Operators	60	3.68
	All Other Material Moving Equipment Operators	60	3.68
	Hand Packers And Packagers	50	3.07
	All Other Helpers, Laborers, Movers - Hand	50	3.07
	o All Other Nondurable Goods Manufacturing	3765	100.00
	Plastic Molding, Casting Machine Operators And Tenders	165	4.38
	Hand Packers And Packagers	165	4.38
	Assemblers, Fabricators - Exc Mach, Electrl, Electrmc, Prec	150	3.99
	General Managers And Top Executives	135	3.59
	First Line Supervisors - Production And Related	110	2.92
	All Other Helpers, Laborers, Movers - Hand	105	2.79
	Printing Press Machine Operators	85	2.26
	All Other Machine Operators	85	2.26
	Sales Reps, Exc Scientific And Related Products Or Services	80	2.13
	Secretaries, Stenographers And Typists	75	1.99
	Chemical Equipment Controllers And Operators	75	1.99
	Bookkeeping, Accounting, Auditing Clerks	70	1.86
	Precision And Production Inspectors	65	1.73
	Sewing Machine Operators, Non-garment	65	1.73
	Sales Agents, Advertising	60	1.59
	Traffic, Shipping And Receiving Clerks	60	1.59
	Sewing Machine Operators, Garment	60	1.59
Transportation, Communications & Utilities	o Transportation And Public Utilities	1765	100.00
	Truck Drivers, Heavy	180	10.20
	Bus Drivers, School	135	7.65
	Emergency Medical Technicians	105	5.95
	General Office Clerk	75	4.25
	First Line Supervisors - Clerical And Administrative Clerks	70	3.97
	Travel Agents	65	3.69
	Annnouncers, Radio And Television	60	3.40
	Bus Drivers	55	3.12
	Communications, Transportation, Utilities Operations Managers	50	2.84
	Maintenance Repairers, General Utility	50	2.84
	Truck Drivers, Light - Including Delivery And Route Drivers	50	2.84
Wholesale & Retail Trade	o Department Stores	1210	100.00
	Salespersons, Retail Trade	530	43.80
	Cashiers	160	13.22
	Stock Clerks, Sales Floor	70	5.79
	o Food Stores	1870	100.00
	Cashiers	705	37.70
	Stock Clerks, Sales Floor	440	23.53
	Salespersons, Retail Trade	155	8.29
	General Managers And Top Executives	105	5.62
	All Other Sales And Related Workers	70	3.74
	Butchers And Meat Cutters	70	3.74
	Dining Room, Counter And Cafe Attendants	55	2.94
	First Line Supervisors And Manager/supervisors - Sales And Re	50	2.67
	Hand Packers And Packagers	50	2.67

**Table C:**  
**Berkshire County**  
**Employment in**  
**Selected Industries**  
**by Occupation**

		Employment	Percent Distribution
	o Eating And Drinking Places	4155	100.00
	Waiters And Waitresses	1325	31.89
	All Other Food Service Workers	455	10.95
	Cooks, Restaurant	310	7.46
	Cooks, Speciality Fast Food And Fast Food	285	6.86
	Bartenders	270	6.50
	Cashiers	240	5.78
	Food Preparation Workers	230	5.54
	Dining Room, Counter And Cafe Attendants	220	5.30
	General Managers And Top Executives	150	3.61
	Hosts And Hostesses	145	3.49
	Food Service And Lodging Managers	100	2.41
	First Line Supervisors - Service	100	2.41
	Driver/sales Workers	50	1.20
	o All Other Wholesale And Retail Trade	7505	100.00
	Salespersons, Retail Trade	1720	22.92
	General Managers And Top Executives	570	7.59
	Cashiers	540	7.19
	Stock Clerks, Sales Floor	340	4.53
	General Office Clerk	325	4.33
	Bookkeeping, Accounting, Auditing Clerks	315	4.20
	Automotive Mechanics	240	3.20
	All Other Helpers, Laborers, Movers - Hand	240	3.20
	Truck Drivers, Light - Including Delivery And Route Drivers	215	2.86
	First Line Supervisors And Manager/supervisors - Sales And Re	165	2.20
	Sales Reps, Exc Scientific And Related Products Or Services	145	1.93
	Service Station Attendants	145	1.93
	Truck Drivers, Heavy	140	1.86
	First Line Supervisors - Clerical And Administrative Clerks	120	1.60
	First Line Supervisors - Mechanics And Repairers	120	1.60
	Heating, Air Conditioning, Refrigeration Mechs, Installers	115	1.53
	Traffic, Shipping And Receiving Clerks	90	1.20
	Salespersons, Parts	85	1.13
	Secretaries, Stenographers And Typists	85	1.13
	Pharmacists	75	1.00
	Stock Clerks - Stockroom, Warehouse And Storage Yard	70	0.93
	Purchasing Managers	65	0.87
	Billing, Cost And Rate Clerks	65	0.87
	Sales Reps, Scientific And Related Products And Services	60	0.80
	Order Fillers, Wholesale And Retail Sales	60	0.80
	Automotive Body And Related Repairers	60	0.80
	Interior Designers	55	0.73
	Wholesale And Retail Buyers, Except Farm Products	50	0.67
	Janitors And Cleaners	50	0.67
	Maintenance Repairers, General Utility	50	0.67
	All Other Mechanics, Installers And Repairers	50	0.67
<b>Finance, Insurance &amp; Real Estate</b>	o Banking	1075	100.00
	Tellers	465	43.26
	Financial Managers	70	6.51
	New Accounts Clerks	70	6.51
	First Line Supervisors - Clerical And Administrative Clerks	65	6.05
	Loan Officers And Counselors	55	5.12
	Loan And Credit Clerks	55	5.12

**Table C:  
Berkshire County  
Employment in  
Selected Industries  
by Occupation**

		Employment	Percent Distribution
	o All Other Finance, Insurance And Real Estate	1675	100.00
	Sales Agents And Placers, Insurance	280	16.72
	General Managers And Top Executives	155	9.25
	General Office Clerk	130	7.76
	Secretaries	100	5.97
	First Line Supervisors And Manager/supervisors - Sales And Re	80	4.77
	First Line Supervisors - Clerical And Administrative Clerks	80	4.77
	Tellers	80	4.77
	Financial Managers	75	4.48
	Insurance Policy Processing Clerks	70	4.18
	Property And Real Estate Managers And Administrators	60	3.58
	Maintenance Repairers, General Utility	60	3.58
	Bookkeeping, Accounting, Auditing Clerks	55	3.28
Service Industries	o Hotels, Motels And Tourist Courts	1435	100.00
	Janitors And Cleaners, Including Housekeepers And Maids	320	22.30
	Waiters And Waitresses	235	16.38
	Hotel Desk Clerks	125	8.71
	Food Preparation Workers	90	6.27
	Bartenders	85	5.92
	Cooks, Restaurant	65	4.53
	All Other Food Service Workers	50	3.48
	o Nursing And Personal Care Facilities	1460	100.00
	Nurse Aides, Orderlies And Attendants	585	40.07
	Food Preparation Workers	120	8.22
	Licensed Practical Nurses	110	7.53
	Registered Nurses	105	7.19
	Janitors And Cleaners, Including Housekeepers And Maids	75	5.14
	Janitors And Cleaners	50	3.43
	o Hospitals	2895	100.00
	Registered Nurses	990	34.20
	Licensed Practical Nurses	330	11.40
	Waiters And Waitresses	145	5.01
	Nurse Aides, Orderlies And Attendants	145	5.01
	Physicians And Surgeons	95	3.28
	General Office Clerk	90	3.11
	Medical And Clinical Laboratory Technologists And Technicians	85	2.94
	Janitors And Cleaners, Including Housekeepers And Maids	85	2.94
	Secretaries	75	2.59
	Radiologic Technicians	70	2.42
	Medical And Health Service Managers	65	2.24
	Respiratory Therapists	65	2.24
	All Other Health Professionals And Others	60	2.07
	General Managers And Top Executives	55	1.90
	o All Other Health Services	1730	100.00
	Registered Nurses	145	8.38
	Medical Secretaries	145	8.38
	Physicians And Surgeons	120	6.93
	Dental Assistants	115	6.65
	Radiologic Technicians	105	6.07
	Dentists	95	5.49
	Receptionists And Information Clerks	90	5.20
	Nurse Aides, Orderlies And Attendants	65	3.76



**Table C:  
Berkshire County  
Employment in  
Selected Industries  
by Occupation**

	Employment	Percent Distribution
Dental Hygienists	60	3.47
Home Health Aides	60	3.47
General Managers And Top Executives	55	3.18
Social Workers, Medical And Non-medical	55	3.18
General Office Clerk	55	3.18
o Elementary And Secondary Schools	3925	100.00
Teachers, Secondary School	875	22.29
Teachers, Elementary	655	16.69
Teacher Aides, Paraprofessional	275	7.01
Teachers, Special Education	260	6.62
Janitors And Cleaners	225	5.73
Secretaries, Stenographers And Typists	150	3.82
Education Administrators	145	3.69
College And University Faculty	130	3.31
Food Preparation Workers	105	2.68
Cooks, Institution Or Cafe	90	2.29
Teachers, Preschool And Kindergarden	85	2.17
Athletes, Coaches, Umpires And Related	75	1.91
Bus Drivers, School	75	1.91
Teachers And Instructors, Vocational Education	60	1.53
Instructors And Coaches, Sports	55	1.40
All Other Teachers And Related Workers	55	1.40
Vocational And Educational Counselors	50	1.27
o Colleges, Universities, Professionl Schools, Junior Colleges	1475	100.00
College And University Faculty	635	43.05
Secretaries, Stenographers And Typists	115	7.80
Janitors And Cleaners	85	5.76
Education Administrators	80	5.42
o Social Services	1395	100.00
Social Workers, Medical And Non-medical	165	11.83
Teachers, Preschool And Kindergarden	125	8.96
Social Welfare Service Aides	125	8.96
General Managers And Top Executives	80	5.74
Teacher Aides And Education Assistants	55	3.94
Secretaries, Stenographers And Typists	50	3.58
General Office Clerk	50	3.58
Child Care Workers	50	3.58
<b>Government</b>		
o Local Government, Except Education And Hospitals	1865	100.00
Maintenance Repairers, General Utility	220	11.80
Administrative Service Managers	215	11.53
Helpers, Laborers And Related	130	6.97
Police Detectives And Investigators	115	6.17
Fire Fighters	110	5.90
General Office Clerk	105	5.63
Pub Admin Chief Executives, Legisltors, Genral Administrators	85	4.56
Secretaries, Stenographers And Typists	85	4.56
Highway Maintenance Workers	80	4.29
Assessors	75	4.02
Bookkeeping, Accounting, Auditing Clerks	60	3.22
Financial Managers	50	2.68

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# Notes About the Data

Employment surveys frequently differ in concept and definition and thus make understanding and interpreting the data more difficult. Therefore, it is important to know how data are obtained in order to know how best to use them. The industry and occupational employment data presented in these SDA reports count jobs and are collected from surveys of Massachusetts establishments. Individuals who hold more than one job are counted at each place they work. This section presents more detail explanations of the data published in the tables.

## Industry Employment Data

Industry employment data presented in Tables 2, 3, and C, and the top ten industries in Section II are derived from the Employment and Wage Program. Industries covered in this program are defined in terms of the Standard Industrial Classification (SIC) system. The SIC separates establishments' economic activities into broad sectors (manufacturing, construction, retail trade, services, etc.). Each sector is further divided into major groups (2 digit SIC), then into industry groups (3 digit SIC) and finally into industries (4 digit SIC). Revisions to the SIC are made periodically to reflect the economy's changing industrial structure. In 1987, the SIC was revised, taking into account technological changes; institutional changes

such as deregulation in the banking, communications, and transportation industries; and the tremendous expansion in the service sector that occurred since 1972.

Some of the industry employment tables presented in these SDA reports are based on the old 1972 SIC, while others are based on the 1987 SIC revision. Industry employment data in Table 3 and the top ten industries are based on 1989 data and the 1987 SIC revision. Data from 1984 to 1989, showing the average annual employment change, net change and percent change in Table 2 are based on both the 1972 SIC and 1977 supplement, and the 1987 SIC revision. Data from 1984-1987 and 1988-1989 are based on different SICs and therefore, are not strictly comparable. However, since there were no changes to the SIC at the sector level, these measures of the SDA's industry employment change present no significant comparability problems.

Table C, presenting detailed industry employment by occupation, is derived from the Occupational Employment Statistics Survey. Industry employment is based on 1987 data and the 1972 SIC and the 1977 supplement. Staffing patterns presented in Table C are published for approximately 25 industries with a thousand or more workers.

Industry staffing patterns are presented for 2 and 3 digit industries, and major groupings of industries such as durable and nondurable goods industries. Industry staffing patterns that could violate employer confidentiality are collapsed into residual industries within the sector. As a result not all residual industries are strictly comparable across all SDAs.

## Occupational Employment Data

Occupational employment estimates presented in these SDA reports are derived from data collected by the Occupational Employment Statistic (OES) program. OES data are obtained from surveys of employment by occupation for over 300 industries. Employers include both part-time and full-time workers for the payroll periods on the 12th of April, May, and June.

The classification systems used in this survey were the Standard Occupational Classification (SOC) system and the 1972 SIC. The SOC was used to develop the definitions of the occupations included and the 1972 SIC was used to define the industries.

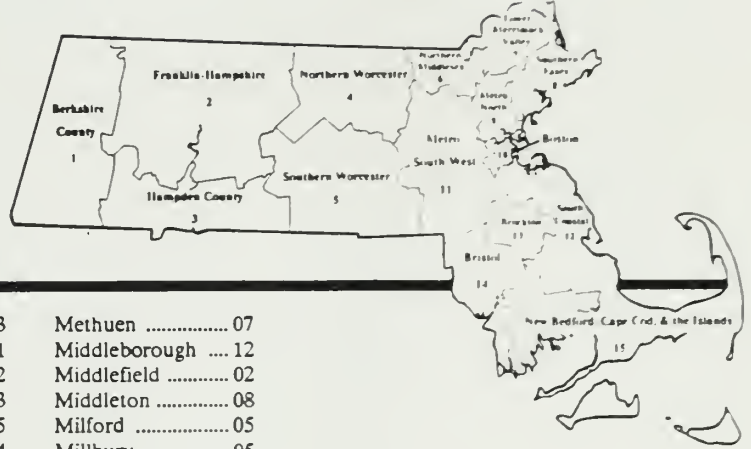
Occupational data in these SDA reports are not strictly comparable to those published in the Current Population Survey (CPS), a monthly survey of approximately 59,500 individuals conducted by the U.S. Bureau of the Census. Primarily because of the two surveys' differences in concepts and classification systems (for example, the CPS counts individuals whereas the OES survey is a count of jobs, therefore, individuals who hold more than one job are counted differently in the two surveys,) employment comparisons should not be made between the two.

Comparisons can be made for large occupations among the SDAs and between individual SDAs and the state. In general, however, it is important to remember that the occupational estimates published in this report are intended to be used as a guide to local job markets, and should not be viewed as precise estimates.



# Appendix

## Cities & Towns In Massachusetts Service Delivery Areas



A	Clarksburg ..... 01	Hampden ..... 03	Methuen ..... 07	Provincetown ..... 15	Tisbury ..... 15
Abington ..... 13	Clinton ..... 04	Hancock ..... 01	Middleborough ..... 12	Q & R	Tolland ..... 03
Action ..... 11	Cohasset ..... 12	Hanover ..... 12	Middlefield ..... 02	Quincy ..... 12	Topsfield ..... 08
Acushnet ..... 15	Colrain ..... 02	Hanson ..... 13	Middleton ..... 08	Randolph ..... 12	Townsend ..... 04
Adams ..... 01	Concord ..... 11	Hardwick ..... 05	Milford ..... 05	Raynham ..... 14	Truro ..... 15
Agawam ..... 03	Conway ..... 02	Harvard ..... 04	Millbury ..... 05	Reading ..... 09	Tyngsborough ..... 06
Alford ..... 01	Cummington ..... 02	Harwich ..... 15	Millis ..... 11	Rehoboth ..... 14	Tyringham ..... 01
Amesbury ..... 07	D	Hatfield ..... 02	Millville ..... 05	Rever ..... 09	U
Amherst ..... 02	Dalton ..... 01	Haverhill ..... 07	Milton ..... 12	Richmond ..... 01	Upton ..... 05
Andover ..... 07	Danvers ..... 08	Hawley ..... 02	Monroe ..... 02	Rochester ..... 15	Uxbridge ..... 05
Arlington ..... 09	Dartmouth ..... 15	Heath ..... 02	Monson ..... 03	Rockland ..... 12	W & Y
Ashburnham ..... 04	Dedham ..... 11	Hingham ..... 12	Montague ..... 02	Rockport ..... 08	Wakefield ..... 09
Ashby ..... 04	Deerfield ..... 02	Hinsdale ..... 01	Monterey ..... 01	Rowe ..... 02	Wales ..... 03
Ashfield ..... 02	Dennis ..... 15	Holbrook ..... 12	Montgomery ..... 03	Rowley ..... 07	Walpole ..... 11
Ashland ..... 11	Dighton ..... 14	Holden ..... 05	Mt. Washington ..... 01	Royalston ..... 02	Waltham ..... 11
Athol ..... 02	Douglas ..... 05	Holland ..... 03	N	Russell ..... 03	Ware ..... 02
Attleboro ..... 14	Dover ..... 11	Holliston ..... 11	Nahant ..... 08	Rutland ..... 05	Wareham ..... 15
Auburn ..... 05	Dracut ..... 06	Holyoke ..... 03	Nantucket ..... 15	S	Warren ..... 05
Avon ..... 13	Dudley ..... 05	Hopedale ..... 05	Natick ..... 11	Salem ..... 08	Warwick ..... 02
Ayer ..... 04	Dunstable ..... 06	Hopkinton ..... 11	Needham ..... 11	Salisbury ..... 07	Washington ..... 01
B	Duxbury ..... 12	Hubbardston ..... 04	New Ashford ..... 01	Sandisfield ..... 01	Watertown ..... 09
Barnstable ..... 15	E	Hudson ..... 11	New Bedford ..... 15	Sandwich ..... 15	Wayland ..... 11
Barre ..... 04	East Bridgewater ..... 13	Hull ..... 12	New Braintree ..... 05	Saugus ..... 08	Webster ..... 05
Becket ..... 01	East Brookfield ..... 05	Huntington ..... 02	New Marlborough ..... 01	Savoy ..... 01	Wellesley ..... 11
Bedford ..... 11	East Longmeadow ..... 03	I & K	New Salem ..... 02	Scituate ..... 12	Wellfleet ..... 15
Belchertown ..... 02	Eastham ..... 15	Ipswich ..... 08	Newbury ..... 07	Seekonk ..... 14	Wendell ..... 02
Bellingham ..... 11	Easthampton ..... 02	Kingston ..... 12	Newburyport ..... 07	Sharon ..... 11	Wenham ..... 08
Belmont ..... 09	Easton ..... 13	L	Newton ..... 11	Sheffield ..... 01	W. Boylston ..... 05
Berkley ..... 14	Edgartown ..... 15	Lakeville ..... 15	Norfolk ..... 11	Shelburne ..... 02	W. Bridgewater ..... 13
Berlin ..... 04	Edgmont ..... 01	Lancaster ..... 04	North Adams ..... 01	Sherborn ..... 11	W. Brookfield ..... 05
Bernardston ..... 02	Erving ..... 02	Lanesborough ..... 01	North Andover ..... 07	Shirley ..... 04	W. Newbury ..... 07
Beverly ..... 08	Essex ..... 08	Lawrence ..... 07	North Attleborough ..... 14	Shrewsbury ..... 05	W. Springfield ..... 03
Billerica ..... 06	Everett ..... 09	Lee ..... 01	North Brookfield ..... 05	Shutesbury ..... 02	W. Stockbridge ..... 01
Blackstone ..... 05	F	Leicester ..... 05	North Reading ..... 09	Somerset ..... 14	West Tisbury ..... 15
Blandford ..... 03	Fairhaven ..... 15	Lenox ..... 01	Northampton ..... 02	Somerville ..... 09	Westborough ..... 05
Bolton ..... 04	Fall River ..... 14	Leominster ..... 04	Northborough ..... 05	South Hadley ..... 02	Westfield ..... 03
Boston ..... 10	Falmouth ..... 15	Leverett ..... 02	Northbridge ..... 05	Southampton ..... 02	Westford ..... 06
Bourne ..... 15	Fitchburg ..... 04	Lexington ..... 11	Northfield ..... 02	Southborough ..... 11	Westhampton ..... 02
Boxborough ..... 11	Florida ..... 01	Leyden ..... 02	Norton ..... 14	Southbridge ..... 05	Westminster ..... 04
Boxford ..... 07	Foxborough ..... 11	Lincoln ..... 11	Norwell ..... 12	Southwick ..... 03	Weston ..... 11
Boylston ..... 05	Framingham ..... 11	Littleton ..... 11	Norwood ..... 11	Spencer ..... 05	Westport ..... 14
Braintree ..... 12	Franklin ..... 11	Longmeadow ..... 03	O	Springfield ..... 03	Westwood ..... 11
Brewster ..... 15	Freetown ..... 15	Lowell ..... 06	Oak Bluffs ..... 15	Sterling ..... 04	Weymouth ..... 12
Bridgewater ..... 13	G	Ludlow ..... 03	Oakham ..... 05	Stockbridge ..... 01	Whately ..... 02
Brimfield ..... 03	Gardner ..... 04	Lunenburg ..... 04	Orange ..... 02	Stoneham ..... 09	Whitman ..... 13
Brockton ..... 13	Gay Head ..... 15	Lynn ..... 08	Orleans ..... 15	Stoughton ..... 13	Wilbraham ..... 03
Brookfield ..... 05	Georgetown ..... 07	Lynnfield ..... 08	Otis ..... 01	Stow ..... 11	Williamsburg ..... 02
Brookline ..... 11	Gill ..... 02	M	Oxford ..... 05	Sturbridge ..... 05	Williamstown ..... 01
Buckland ..... 02	Gloucester ..... 08	Malden ..... 09	P	Sudbury ..... 11	Wilmington ..... 09
Burlington ..... 09	Goshen ..... 02	Manchester ..... 08	Palmer ..... 03	Sunderland ..... 02	Winchendon ..... 04
C	Gosnold ..... 15	Mansfield ..... 14	Paxton ..... 05	Sutton ..... 05	Winchester ..... 09
Cambridge ..... 09	Grafton ..... 05	Marblehead ..... 08	Peabody ..... 08	Swampscott ..... 08	Windsor ..... 01
Canton ..... 11	Granby ..... 02	Marion ..... 15	Pelham ..... 02	Swansea ..... 14	Winthrop ..... 09
Carlisle ..... 11	Granville ..... 03	Marlborough ..... 11	Pembroke ..... 12	T	Woburn ..... 09
Carver ..... 12	Great Barrington ..... 01	Marshfield ..... 12	Pepperell ..... 04	Taunton ..... 14	Worcester ..... 05
Charlemont ..... 02	Greenfield ..... 02	Mashpee ..... 15	Peru ..... 01	Templeton ..... 04	Worthington ..... 02
Charlton ..... 05	Groton ..... 04	Mattapoisett ..... 15	Petersham ..... 02	Tewksbury ..... 06	Wrentham ..... 11
Chatham ..... 15	Groveland ..... 07	Maynard ..... 11	Phillipston ..... 02		Yarmouth ..... 15
Chelmsford ..... 06	H	Medfield ..... 11	Pittsfield ..... 01		
Chelsea ..... 09	Hadley ..... 02	Medford ..... 09	Plainfield ..... 02		
Cheshire ..... 01	Halifax ..... 12	Medway ..... 11	Plainville ..... 11		
Chester ..... 03	Hamilton ..... 08	Melrose ..... 09	Plymouth ..... 12		
Chesterfield ..... 02		Mendon ..... 05	Plympton ..... 12		
Chicopee ..... 03		Merrimac ..... 07	Princeton ..... 04		
Chilmark ..... 15					







